

Local Govt. Service
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By Daily Mail Reporter

AS a reward to council-house tenants who pay their rent on the nail and keep their gardens in good order Barnsley, Yorkshire, Council is offering them refrigerators.

Already 887 tenants have applied for refrigerators, and the council intend to ask permission to borrow £22,000 to buy 900.

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The housing manager, Mr. Samuel Thomas, said yesterday: "Our aim is to put a refrigerator in every one of our 5,000 council houses."

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Local Government Service

JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

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THREEPENCE

	PAGE		PAGE
The Mind and Front of NALGO—by J. H. Warren ..	476	Readers' Forum ..	487
Further Outlook Unsettled—by "Critic" ..	480	A NALGO Diary—by "Abingdon" ..	490
Members Produce and Shoot First Libraries Film ..	481	Higher Pensions for Health Staffs Who Work After Retiring	
We Must Help Replan Local Government—by D. T. Veall ..	482	Age—by W. C. Anderson ..	491
Homes for the Aged—B. & O. Fund Helps New Scheme ..	483	Electricity Service Notes : Gas Service Notes ..	492
Branch Magazine Miscellany ..	484	Transport Service Notes : Health Service Notes ..	494
"La Vie Continentale"—by Jean Plévenol ..	485	Scottish Notes—by R. Deas ..	496
At Random—by "Hyperion" ..	485	Education Notes—by K. S. Carter ..	498
My Bookshelf—by Edward Kay ..	486	NALGO Building Society Cuts Advances ..	498

RETORT TO THE CRITICS

"WE hear much criticism of NALGO nowadays. As one member said at the last meeting of the executive committee: 'NALGO has never before fallen so low in the opinion of the majority of members.' Why is this?"

This quotation from a recent number of the Cheshire County branch magazine expresses an attitude which, if one may judge from other branch magazines and from many of the letters published in our own columns, is being widely ventilated. Is it true?

Frankly, we consider it nonsense. We do not believe that NALGO has fallen low in the opinion of the majority of members. And, if some do hold that view of their Association, we think it entirely unjustified. In giving voice to composite opinion, Conference is a more representative and accurate guide than is the correspondence of the factious and the disgruntled, and this year's Conference showed no profound sense of dissatisfaction with either the work or the strength of the Association. "Readers' Forum," though an invaluable safety valve, cannot be said to present a true picture of opinion throughout the membership. Frustration and indignation are always more vocal than satisfaction, and the man who is happy with his job, his pay, and his trade union, is rarely impelled to say so in print.

An Impersonal Union ?

Nevertheless, although we believe the comment to be grossly exaggerated, and the criticisms which prompt it to be largely baseless, it cannot be ignored. The magazine from which we quote it attributes the dissatisfaction, paradoxically, to the great increase since the war in the Association's size and strength. "NALGO," it writes, "is now the biggest trade union of black-coated workers in the world, nearly 180,000 strong. In consequence, it has lost much of its personality, and has become a rather impersonal union, of which the individual feels but a very small unit."

There may be some truth in this. In the past ten years, the Association has nearly doubled its membership—and, if allowance be made for deaths, retirements, and transfers out of the service, has probably recruited more than 100,000 new members, lacking knowledge of the Association's history, deprived of that intangible spirit which inspired the pioneers, and, in many cases, with no previous experience of trade unionism. In the same period in which we have undergone this colossal expansion, we have undertaken tasks unequalled in the Association's history: the creation, in the face of almost overwhelming difficulties, of a national system of bargaining machinery for the local government service; the negotiation and implementation

of a national structure of salaries and conditions of service; the absorption of thousands of members from nationalised services, and the establishment of parallel bargaining machinery for them; and we have begun the adaptation of the Association's structure to give these new colleagues an equal voice in the determination of policy.

With such fundamental changes taking place, it may well be that in some areas the Association has lost a part of that personal touch which was one of its strongest attributes in the days when it was a relatively small and compact body of single-minded enthusiasts. Is it surprising, in such circumstances, that branches should complain of members' apathy?

But to recognise the difficulties does not mean that we must accept them. There is much we can do. A significant start was made at the end of last month when, in London, was held the Association's first Week-end School of Branch Management. To this, every district committee, with one unfortunate exception, sent representatives, who heard and discussed papers on the development, policies, and future of the Association, and on problems of branch administration. Of the first of the papers, by the General Secretary, we publish a summary this month, and commend it to every member: for, carefully studied, it will tell him more about his Association than he has ever known before.

After their crowded week-end, the district representatives will return to their areas, there to arrange parallel schools for branch officers, at which secretaries, treasurers, P.R.O.s, and others, will be able to share experiences, discuss projects, and ventilate ideas for the better running of each branch.

How far this experiment will succeed in reinvigorating branch activity only the future will show. But it presents a great opportunity, by strengthening the contacts between the branch and Headquarters, of bringing NALGO into more personal touch with every member, and thus helping to remove what the Cheshire writer considers to be the main cause of present dissatisfactions.

Improving Contacts

Simultaneously, the N.E.C. is striving to improve its own contacts with members. Also at the end of last month, two sub-committees of the public relations committee held their first meetings. One is examining the whole of the Association's propaganda material, with the object of making it more effective in explaining NALGO and its work to members and potential members. The other is considering improvements in this journal, with the same object. These improvements, long awaited, have been made possible by a substantial increase in paper supply, of which the first result is evident this month, when we are able to publish a journal

of 32 pages—the biggest, apart from special Conference numbers, since 1940. We hope to effect further and more far-reaching changes: although costs of paper and printing, trebled since 1939, must keep them short of the ideal.

These measures, however, can tackle only one aspect of the malaise which seems to be afflicting the critics within our ranks. Their trouble is deeper, and it affects more than NALGO members. Most people in Britain—and especially, perhaps, the middle classes—have had a hard time in the past ten years. We have endured war, austerity, and shortages. We have seen many of those privileges, luxuries and pleasures which we had come to regard as essential features of our standard of living, taken out of our reach. We have been, in the main, at the giving rather than the receiving end of that vast redistribution of income which has marked the development of the Welfare State.

Little Ground for Complaint

But have we, in fact, fared so badly? Readers of that fascinating book, "The English Middle Classes," by Angus Maude and Roy Howard (a book which every local government officer should read), will find there a calculation that, for the middle classes as a whole, the cost of living has risen by about 90 per cent. since 1939, while salaries have risen by only 20-30 per cent. Compared with this general experience, NALGO members have done well. For the main body—in the General Division and within the Charter grades—there is evidence that individual incomes to-day are anything between 60 and 100 per cent. above the pre-war figure. That does not, of course, mean that we can all live as we did in 1939. But, apart from the profiteers, who can? We cannot claim exemption from nationally shared austerities. Nor does it mean that there are not individual cases of anomaly and hardship. There are—and the Association is doing all in its power, and with a good measure of success, to relieve them.

But, taking the picture as a whole, the local government, health, and utility services have we believe, little ground for serious complaint. NALGO has done a great deal for them in the past ten years. It is doing a great deal to-day, and it will do more in the months to come. It is not complacent about its achievements—and were it to show any signs of becoming so, its members would be prompt to check them—but it is entitled to take pride in what it has done and to tell its critics when they are talking through their hats.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in this journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.

THE MIND AND FRONT OF NALGO

By the General Secretary J. H. WARREN, M.A., D.P.A.

I. Status and Objects

NALGO is a voluntary association of professional, technical, administrative, and clerical officers, engaged in the service of local authorities and in certain other spheres of public service, who have united in the pursuance of common objectives. Chief among these are the maintenance of proper standards of remuneration and conditions of service, the improvement of standards of training, education and efficiency, for the better service of the public, and the provision of facilities and services for mutual help.

Some of the latter are, in fact, provided by societies which are separate legal entities. Thus, the NALGO Provident Society, the NALGO Building Society, and the insurance ancillary we call Logomia, are managed, under the relevant enabling statutes, by separate boards of management responsible to the members concerned, though these are served by the Association's staff and are, in part, appointed by the Association's National Executive Council.

A Real Trade Union

At law, the Association has the status of a trade union, having been certified as such under the Trade Union Act, 1913. This Act provided that, in order to make sure of the protection and immunities accorded to trade unions, organisations of workers could secure a recognition of their objects as trade union objects by a process of either registration or certification. NALGO elected to be certified. Most of the manual workers' trade unions affiliated to the Trades Union Congress elected to be registered. This situation sometimes gives rise to allegations that NALGO is not a *bona fide* trade union.

We are legally as much a trade union, being certified, as if we were registered.

The differences between the two procedures have, practically speaking, only an administrative effect. A registered trade union must submit its accounts to the Registrar of Friendly Societies, a certified trade union need not. For domestic reasons most of the manual workers' trade unions have elected to be registered, whereas we have felt certification achieves all that we desire and that there is no need to file our accounts.

Relations with the T.U.C.

Although a trade union, we are not affiliated to the Trades Union Congress. Members are, I think, already sufficiently aware of recent discussions upon this issue, culminating in last year's ballot of the whole membership, when a substantial majority was recorded against affiliation.

This decision does not mean that the Association is lacking in trade union principle, or in loyalty to the cause of trade unionism in general.

On the contrary, it has welcomed and valued arrangements extended to it by the T.U.C. some years ago which established a Local Government Advisory Committee in which the Association participates, along with unions affiliated to Congress, for the consideration of common questions affecting the local government service.

This article, outlining the major features of NALGO's history, describing its position today, and suggesting what its future development should be, is condensed from a paper prepared by Mr. Warren for the first national week-end school of Branch Management, held at Bedford College, London, on September 30—October 2.

Furthermore, the Association, as a result of negotiations concluded in 1947 after discussions with the T.U.C. of the Association's activities in the fields of nationalised service and industry, signified its adherence to the principles laid down by the T.U.C. for the regulation of recruitment between competing unions and the settlement of disputes. These arrangements are embodied in what is called the "Bridlington Agreement."

II. Field of Recruitment

The Association was inaugurated in 1905 purely as an Association of local government officers and it is still these who constitute its main body of membership, numbering about 140,000 out of the present total membership of 180,000. The remaining membership is drawn from the staffs of certain of the new nationalised services and industries; i.e. the electricity supply industry, the gas supply industry, the road transport section of the transport industry, the National Health Service, and other undertakings such as docks and water supply companies.

In the local government field, the Association probably has about 90 per cent of the potential membership. It has no serious rival in this field and the small percentage of members held by other unions is probably drawn from particular categories such as the miscellaneous grades under the Charter. There is evidence that the figure of NALGO's percentage could be raised even higher by closer attention to recruitment on the part of branches.

Nationalised Services

In the other fields of recruitment, certain other unions have an appreciable membership. NALGO is easily dominant in the field of electricity supply, having probably about 70 per cent of the eligible staffs. In gas supply, it has probably about 40 per cent. In the passenger section of road transport it has the same percentage of 90 in the former municipal units and is recruiting heavily elsewhere. In the road haulage section, it has probably 50 per cent. In the field of the health service it is not easy to estimate the position as yet, though it is found to be patchy. In hospitals formerly under municipal control, the Association always had a substantial membership among nurses, technicians, and administrative officers. It has made considerable progress in the recruitment of administrative staffs in hospitals formerly belonging to the voluntary system.

The Association's recruitment in nationalised services dates from 1946, following upon the announcement by the new Labour Government, elected in 1945, of its programme of nationalisation. This programme meant that units of supply or service formerly in the hands of local authorities would, in company with privately owned units, pass to forms of State

ownership and control under schemes of administrative and technical integration. This situation faced the Association with perhaps the most crucial issues of policy it has ever confronted. It would be putting it mildly to say that the local government staffs faced with transfer could only regard any possibility of severance from NALGO with regret. They were insistent that the Association should enlarge its rules of eligibility for membership in order to retain them, and thus hold a shield over them in the application of the newly-won local government Charter and in the many uncertainties which would face them in their transfer to new employers. The Association's leaders had no hesitation about the response they had to make on behalf of many thousands of old and loyal members. They realised, moreover, that, from many points of view, and not least as a step practically necessary also to protect the standards of members in local government employ, it would be necessary to open the Association's ranks immediately, i.e. in advance of the projected nationalisations, to the staffs of privately owned units in the services and industries affected.

Collisions Avoided

NALGO's decisions at this time in regard to its future spheres of activity at once raised crucial issues with other unions which had been operative in the sectors of service and industry to be nationalised. There was a distinct possibility at that time of head-on collision in the competition for recruitment, or, to put it at the least, of that type of demarcation dispute which had brought so much discredit upon the cause of trade unionism in past years. The T.U.C. was asked to interest itself in the matter by unions affiliated to it. The leaders of Congress were brought to an appreciation of our Association's position, and eventually arrangements were arrived at which confirmed NALGO's continued participation in the Local Government Advisory Committee, and left it free to proceed with its recruitment in the new spheres, on terms of observing the "Bridlington Agreement" and having the benefit of the T.U.C. machinery for consultation and friendly arbitration in the event of inter-union disputes.

The arrangements which NALGO has arrived at with the other interested unions under the auspices of the T.U.C. represent a triumph for trade union statesmanship. They have meant that the public has been spared the kind of trouble of which it was so often the victim in past demarcation disputes, while at the same time the way was cleared for orderly co-operation among the unions in building up the new bargaining machinery for the nationalised services, and for harmonious labour relationships, which minimised the difficulties of introducing and establishing the new nationalised services.

III. Levels of Recruitment

Having said something of the Association's fields of recruitment, I pass now to say something of the levels of this recruitment. Broadly speaking, the general level is what we call the official one. It extends to what is popularly called the staff, and not to the workmen. In drawing the distinction for the purposes of eligibility for membership we have followed, in the local government field, the designations

of the local authority itself, which are in turn governed by the following definition of "officer" in the Local Government Superannuation Act of 1937:

"'Officer' means an employee as to whom either of the following conditions is satisfied, that is to say:

- (a) that his duties are wholly or mainly administrative, professional or clerical; or
- (b) that his remuneration is at a rate greater than £250 per annum and that his employment is not by way of manual labour."

We have been fortunate in having the benefit of such a criterion as that supplied by this statutory definition. On the whole, it has provided a satisfactory line of demarcation for the spheres of the manual workers' unions and our own Association respectively.

In the days when we catered for our local government staffs alone, we were wont to describe our layer of recruitment as extending from the town clerk, at the top, down to his office boy.

Our new friends in the nationalised services could coin succinct definitions appropriate to their own spheres. Such definitions have a two-fold implication. In the first place, they imply the membership of chief officers, as well as the rank and file and all intermediate levels. In an analysis we made about two years ago we found that the majority of chief officers as a class were in membership with us. Over all, taking the principal officers under the local authority, we have about 70-75 per cent of the total. We have 80 or 90 per cent of engineers and treasurers, 70 per cent or so of town clerks, and about 50 per cent of county clerks.

Comprehensive Range

The other implication of the definition is that we cater for the whole range of professions and occupations represented in the staffs of local authorities and nationalised boards. The range and variety of these occupations and professions has to be listed to be believed, yet it is NALGO's task to know the nature, duties, and qualifications of all of them.

It is, indeed, the comprehensive and varied range of NALGO's membership, the fact that it holds such diverse elements together, and, despite some sectional grievances at times, has consistently succeeded in representing and protecting their interests, that has constituted our Association one of the more remarkable organisations in the world, and, indeed, rendered it unique among all organisations with similar objectives.

These features are well known abroad and have constituted the Association the object of much interest and study by foreign observers. In particular, local government officers abroad display much interest and envy. They consider their own position to be much weaker, in that they are divided among a relatively high number of small sectional societies catering for particular grades of the service or particular professional groups.

On the face of it, there are many factors, economic, social, and psychological, which militate against this comprehensive type of organisation, and we shall need to reckon with them all and to buttress all those features of policy and constitutional arrangement by which we have prevailed against them up to now. We may also have to emphasise and re-adjust these arrangements from time to time, so as to preserve our principle of unity in diversity in new conditions. I will attempt just to give you one or two historical clues to our success so far.

In the first place, it is true to say that we began with this conception of a comprehensive membership at the very outset. Indeed, so far as the inclusion of chief officers is concerned,

the truth is that we owe our existence to a few chief officers of high prestige and national reputation, notably Sir Herbert Blain, who was a transport manager, Sir Edward Pickmere, who was town clerk of Liverpool, Sir Homewood Crawford, city solicitor of London, and Sir Lawrence Gomme, who was clerk of the London County Council. It was these men who, in 1905, called a representative meeting in London of the few municipal officers' guilds (mostly local) which then existed with a view to the formation of a national association.

It seems strange and may, I think, give some food for thought to some people in our own ranks, to realise that the movement for local government trade unionism came from the top and not the bottom, but such is indeed the historical fact.

These pioneers were men of progressive spirit and social vision—indeed, of much more social spirit and vision than many of the rank and file officers whom the Association then set out to recruit, in the teeth of a snobbery which, in that age and in our sphere of life, as in others, seemed much more prevalent among the lower and intermediate strata than at the top!

Chief Officers' Part

Undoubtedly, however, there were, even at that time, powerful factors supporting the conception of a comprehensive organisation. Above all, was the absence of any superannuation arrangements, local authorities at that time not even being enabled, let alone compelled, to establish superannuation schemes. The chief officers and the rank and file therefore found common ground for mutual effort in the struggle for superannuation, and it was realised that there was only one way to win that battle and that was by effort on the national plane and, therefore, through a national association. Even after superannuation was won in 1923, on an optional footing, the Association, by then well launched, continued to hold out inducements for chief officer membership, by the development of its legal and protective work, and by its parliamentary work, particularly on the question of compensation for loss of office.

Chief officers of great eminence and reputation have continuously, since the days of the pioneers I have mentioned, played a prominent and even an indispensable part in the development of the Association's activities.

The establishment of educational facilities, the development of an educational policy, the law and parliamentary work, the establishment of the Provident Society, Logomia, and the Building Society, are particular instances of the mark they have left upon the Association and of the contribution they have made to its growth and development by their specialised skill and professional knowledge.

Mutual Service

In similar ways, they continue to serve the Association today and in turn to be served by it, for I am sure that the vast majority of them realise the limitations of any sectional organisation and effort, and how much they must rely, in the last resort, upon the power and resources of the wider organisation. The Association has held them because it has known how to recognise their rôle and I hope it will ever continue to do so. The opening sentence of the code of ethics which we introduced some years ago for all our members has a rich content of meaning for all grades. "It is the first duty of a local government officer to give his undivided allegiance to the authority which employs him." In the case of chief officers it means that we recognise their duty to serve the interests of their employing authorities, while at the same time we claim the right, which

both the authorities and chief officers in fact accord, that through Association machinery and the Whitley machinery which the Association's policy has produced, their staffs shall be entitled to our independent protection and, if necessary, our support.

The struggle for superannuation proved to be a long one, as we know, so that the bond of unity created by the common cause which all grades and types of local government officer made in the struggle for it persisted for a long time. We profited, one may say, by the very hardness of our path. The long effort stimulated our will, and gave us time to build up our organisation, and, in the process, demonstrated that local government officers had much to unite them in other spheres of effort—in particular, of course, the effort to introduce standards of salary and grading schemes and to improve the frightfully low standards of remuneration which were a feature of the service, and what was not least important at that time—though our younger generation may have forgotten it—to eliminate the nepotism and patronage which disfigured the local government service everywhere.

I doubt whether our members, even today, realise the full effects of the grading schemes we have won, culminating in the National Charter with its provisions for gradings and a machinery of appeal, in stamping out nepotism.

One further set of causes which have held our diversified membership together is to be found in our conscious pursuit of Whitleyism, and our effort, now crowned with success after many years of struggle, to build up a suitable and comprehensive Whitley machine for all sections of our membership.

It seems obvious in retrospect that local government officers of so many types and levels could have built up comprehensive Whitley machinery only through a comprehensive organisation such as ours. It seems obvious, too, that the main product of any such machine could only be the basic grade, with a framework of scales above that grade in which officers of various types could be slotted. We may, therefore, say that the further factor which has held us together was our realisation that we must resort to full-scale Whitleyism as our service conditions policy and so use it as to settle the conditions of various levels and groups within a general framework for the whole service.

Essential to Whitleyism

It seems to me that, in the situation we have now reached, the inevitability of Whitley machinery and Whitley methods will tend to preserve our principle of comprehensive organisation. Only we ourselves can disrupt this organisation if we fail to realise the Whitley pattern which service conditions work must now take.

As I see the position, the apparatus we must now use is so complete, so firmly established, and so well recognised by Nation and State, that if ever our organisation did split into fragments they would have to come together again.

While all our efforts must be bent on maintaining our Association as the comprehensive association of all local government officers, and of the staffs in our other fields of recruitment, we must be prepared in the new conditions of today, for some diversity in a machinery catering for so many different groups.

A further consideration is that, while we maintain the one comprehensive organisation, there is no objection in principle to the formation of separate sectional and professional groups. We have a variety of relationships with such groups. In some cases, we undertake all their service conditions work, and in others not. The main point is the common membership of our Association and adequate working arrangements. In this connection,

we maintain a Joint Consultative Committee of professional and sectional societies, and this is one way in which our relations with the sectional groups can be ordered. I doubt, however, whether the Joint Consultative Committee is all that is necessary. Much more effective work can be done by direct co-operation at executive level on issues as they arise from day to day.

Finally, I must say that no small part of our success in holding together our diversified membership has been the type of constitution we have framed for our own governance. At the supreme levels of Conference and the National Executive Council, we have not provided any differentiation for various grades or groups. I think it would have been a fatal error if we had done so, and I think it would be a fatal error if we thought that anything in the new conditions called upon us to displace our present unitary constitution for a federal one in which either Conference or the N.E.C. would represent an aggregate of delegates from independent groups.

IV. Present Situation

Having now dealt with the fundamentals of our status and organisation, I offer a brief summary of our present situation.

We are the largest trade union in the country catering for black-coated workers. There is reason to believe, moreover, that we are the largest organisation of our kind in the world. We are also unique among similar organisations in our comprehensive basis of recruitment.

What is more, we are unique in the range of activities which we undertake on behalf of our membership. There are few organisations which undertake the range of welfare activities that we do, and I know of none which has, as we have, an education department, a public relations department, a monthly Journal, a Benevolent and Orphan Fund, a Building Society, a Provident Society, an Insurance Society, two holiday camps, a private hotel, a convalescent home, and an organisation for foreign tours and travel.

We have grown apace since our beginning in 1905, with a few thousand indirect members, to a membership today of about 180,000. The assets of our Building Society are nearly £7 millions, of our Provident Society about £500,000, and of our Insurance Society nearly £1½ million. Our Benevolent and Orphan Fund amounts to about £145,000. In our Education Institute are enrolled about 1,500 students and the number of part-time tutors amounts to 80. We have at Headquarters a staff of about 200 and in each of our twelve districts we have a district officer with assistants and a small clerical staff.

Our revenue from subscriptions is about £250,000 per annum (of which some £90,000 is retained by branches) but I regret to say that this is not providing sufficient to build up adequate reserves for an organisation as large as we are. Provision of funds for new Headquarters and for an adequate reserve is a question we must soon face.

World-Wide Prestige

As part of our education policy, we maintain close contacts with University authorities and are represented on the Joint University Council for Social Studies. We also took a leading part in the formation of the Institute of Public Administration, with which both myself and my deputy have still a representative connection. We also took a prominent part, many years ago, in supporting the formation of the International Union of Local Authorities. We have been anxious to revive the work of the Union since the war and have been represented at its post-war Conferences, where I have given papers and prepared reports.

We have made notable contributions in support of English local government by the work and reports of a Reconstruction Committee which we appointed during the war and which issued recommendations in regard to local government structure and the relations between local authorities and the citizen.

There can be no doubt that we are thoroughly well known in all leading circles in this country, parliamentary, governmental, legal, and university, as well as in our own world of local government, and our recent entry into the nationalised spheres has widened our repute and prestige. We have also become well known abroad, particularly in the post-war years, and, as I have indicated, the width of our organisation and the range of our activities have excited much interest among overseas observers.

The width of our contacts on the international as well as the national plane not only adds to our prestige, but has, in my opinion, a very definite bread-and-butter value.

People at home cannot think very little of you when people abroad think so much. There must be many Government departments who realise that we are known far and wide beyond our own cock-pit, and this must surely enhance the respect which they themselves feel towards us.

V. Trade Union Policy

I turn now to review very briefly the successive stages in the development of our trade union policy, with particular reference to Whitleyism.

Our first task was to secure recognition of our organisation as a negotiating agent on behalf of its members. The obstacles in our path were formidable, arising as they did not only out of the lack of any strong trade union consciousness among local authority staffs at that time, but out of the hostile attitude of most local authorities to the idea that any of their black-coated staff should be members of a trade union.

Even when recognised, the tasks we had to face were equally formidable. I entered the service of a county borough as a clerical junior in 1911. My scale as a junior started at 6s. a week, and reached £1 a week in six years. After that there was a scale which took me by £5 increments to about £90 a year. After that, my prospects were indeterminate, as the finance committee had carried a resolution that not even a senior committee clerk should be paid more than £3 a week. Any prospects of articles, or any grants for study and training, were out of the question; and there was, of course, no superannuation.

Negotiation had to be carried on entirely at the local level, and, until we began to build up a staff of organisers, had usually to be conducted by members of the branch, who, in the prevalent atmosphere, often took their careers in their hands in assuming responsibilities for branch leadership and negotiation. The main effort of the branch was, of course, to establish scales of salary. We made some progress in this direction up to the outbreak of war in 1914. Owing to the tremendous increase in the cost of living, the Association's effort had then to shift in the direction of securing what were called war bonuses, i.e. cost of living increments. The Association, after a lag of two or three years, eventually won what was called Award 84, which did no more than give us a few shillings a week, not nearly compensating for the increased cost of living. But, in contrast with the position today, one might secure an award but its implementation was entirely problematical. A year or two later, we improved this award by a further one, namely, Award 102, which was more generous in its terms. But when the cost of living began to decline in the immediate post-war years we had a further struggle against

consolidation levels which would have been retrogressive in their effect.

The war, however, did much good in this respect, that it stimulated a movement towards collective bargaining and particularly the establishment of Whitley Councils for this purpose in appropriate fields, the public services in particular. We secured the formation of Provincial Councils in one or two parts of the country in about 1919, but although we secured a National Whitley Council then, it broke down through hostility or indifference on the part of the local authorities a year or two later. The one or two Provincial Whitley Councils, however, struck root, particularly that in the North West.

National Whitleyism

They demonstrated to us the worth of these instruments, as they brought about fairly soon a material improvement of conditions, through uniform scales and grading schemes. In the late 1920's, we felt sure that our service conditions policy in the future should be the development of Whitleyism and all our efforts were concentrated on establishing the Councils in all areas. The attitude of many local authorities was still very stubbornly opposed to what they called the loss of their own control in their own households, and when the second war broke out in 1939 there were still one or two areas in the country where no Provincial Councils existed. Where, however, they did exist, they had resulted without exception in a material improvement of conditions, most of the Provincial Councils having established their grading schemes and scales of salaries.

In the war years, we revived the National Whitley Council and it dealt successively with cost of living increments but still left grading schemes and scales as the work of the Provincial Councils.

The next phase of our policy was to secure national uniform conditions. For these, of course, we had to look to the National Whitley Council. Unfortunately, when we contemplated increased responsibilities for this body, the local authorities raised certain questions about the basis of representation on the employers' side. Eventually a solution was found and the National Joint Council was reconstituted in 1945. Negotiations were then opened for a national scheme of salaries and service conditions and this was eventually agreed on January 30, 1946, to come into operation on April 1 following.

Implementing the Charter

There could be no certainty at that stage that even the Charter nationally agreed would be implemented, and those who have been so critical of the National Executive Council for not seeking improvement of the Charter almost as soon as it was negotiated, forget that all our efforts had to be concentrated on making sure that it was implemented.

The establishment of the National Council in 1945 and the Charter of 1946 represented the crowning achievement of, perhaps, 20 years of conscious effort to establish our future on the footing of comprehensive Whitley machinery.

It will be appreciated that under the new constitution the balance of authority shifted from the Provincial Councils to the National Joint Council, the main negotiations of national scope taking place through the medium of the latter, with the Provincial Councils acting as executors, though they have also, of course, an advisory function.

We were next plunged into a further effort for similar machinery in our new spheres of recruitment. Here our task was achieved very speedily owing to developments in public opinion and the precedents for Whitleyism built up in the civil service and local government service.

The staffs in the new spheres have much to be thankful for. In no small measure they are the lucky legatees of the effort of perhaps two generations of local government officers in building up similar machinery for themselves and learning how to operate it.

Meanwhile, we had won the fight for super-annuation by securing, after exhaustive Parliamentary lobbying and negotiation, the compulsory measure of 1937.

In the sphere of education, the Charter itself crowned long years of effort.

Whatever views or doubts may be expressed in regard to this or the other particular aspect of the education and training provisions in the Charter, there can be no doubt that those provisions represent a triumph for NALGO policy.

The establishment of the Local Government Examinations Board reflects the view we have always held that service conditions are intimately linked with questions of qualifications and efficiency and that it was ultimately in the interests of our members to build up standards of qualification and training. On the other hand, the provisions for post-entry training and qualification reflect another aspect of our early education policy, namely, that encouragement should be given to officers to train and qualify, with material assistance as well.

And, finally, there is much in these provisions, and in the requirements for consideration of existing members of the staff in the matter of articulated pupilage, that carries us further to the goal which we have always cherished, namely, that in the local government service and, indeed, in all the spheres in which we now recruit, we must establish the ladder which can lead ability from the bottom to the top.

Public Relations

A further aspect of our policy should be mentioned here, namely, our public relations policy. In the earlier days, we met with quite considerable criticism that our work in this field was but a trimming and an ornament, and had nothing to do with "bread-and-butter," and was even a waste of time. This point of view passes my comprehension. To me, it seems evident that, in the field and work of negotiation, the minds of the employers are necessarily conditioned in their judgment of our standards of remuneration by their estimation of the worth and value of our work. Moreover, with the best will in the world, our employers' attitude must have some regard to the impact of our work on the public mind.

To bring the worth and value of our work home to the public mind must, therefore, be an essential part of our service conditions effort.

I know from my own inside experience and observation of Whitley machinery that the attitude of the employer has, as a matter of cold fact, been affected by a growing esteem on the part of the public for the work we do and the qualities we need to do it and that this has been materially due to our public relations work. What is more, our public relations policy has immeasurably reduced the volume of ignorant criticism to which we were at one time subject, and has greatly smoothed our relationships with the public.

VI. Looking Ahead

I pass now to say something of the existing and future shape of the Association.

Our foundation is the branch; and in the local government sphere the branch has, generally speaking, been the unit of membership in the employ of one local authority. To meet the needs of special areas, however, our rules have allowed of some measure of elasticity. In some cases, we have what are known as composite branches, comprising the staffs of several authorities. In other cases, members employed by county councils are attached to county district branches for purposes of contact

and social intercourse. With the expansion of the local government service in the last twenty years, and the corresponding increase in our own membership, the number of branches has grown, perhaps beyond what was intended, and has been further augmented by our recruitment in the nationalised fields. Here, too, for the time being, our branch organisation has had to be elastic, members in some cases being attached to local government branches and in others, where their numbers were substantial, being organised into new branches. Today, the number of our branches is about 1,200.

The Association's supreme organ of authority is its Annual Conference, comprised of delegates from each branch. Conference is the policy-making body, and the executive work of the Association is controlled by a National Executive Council which has full executive power under the rules and also assumes, as most bodies of this kind do, an advisory function to Conference itself. The members are elected in regional areas, and nominations are open in the sense that candidates do not stand as representing any particular class or group of officers.

A further important element in our structure has been the bodies functioning at intermediate level, called the district committees. These committees have no executive function. Their primary object is to bring the membership together over suitable areas as a sort of clearing house for general information and discussion of the Association's work generally. The fact that the areas of these committees have, in general, conformed, in the case of the local government service, with the areas of the Provincial Councils, has, of course, given them added value for contact and reflection of service aspirations. Moreover, in recent years, the district committees have been of particular value in stimulating interest and effort in particular phases of the Association's work, such as education and public relations, and have been an indispensable agency in dealing with the work of our Benevolent and Orphan Fund.

Reorganisation Problems

This, then, is a thumb-nail sketch of our structure as it exists under our present rules. When we entered the new spheres of recruitment in 1946, it was obvious to anyone that some changes would be called for. Apart altogether, however, from the great load of work which we then assumed in dealing with the Charter for the local government staffs, in protecting the interests of our transferred members, in building up the Whitley machinery for the new services, and in making our first bids to cater for the service conditions requirements of our new classes of members, it was equally obvious that we could not make any immediate change in our constitution or machinery. What made immediate change absolutely impossible was the circumstance that the new measures of nationalisation were to follow each other in sequence, that the administrative structure affecting the disposition and location of staffs was not prescribed beforehand but had to be worked out by the newly established boards, and that, in particular, the layout of the bargaining machinery had to be settled in each case and would obviously take some time. We foresaw a transitional period of several years and applied ourselves first to secure an orderly transition which would cater in a practical way for the requirements of the new staffs, and yet contribute to certain requirements for eventual reorganisation.

Prominent among the transitional steps we took was the formation of consultative bodies from staffs in the new services, at first on an improvised footing but with the object of placing such bodies on a proper constitutional

footing at both national and district levels as soon as we could do so.

We have now succeeded in all cases in erecting these consultative bodies on a proper constitutional footing, so that the first stage of our reorganisation has, in fact, been accomplished.

By these measures, we have, beyond any doubt, kept our machine going, while at the same time catering for the needs of our original local government staffs and for the needs of the new classes of membership.

A stage has now been reached when we feel that a further advance must soon be made to crystallise our final shape, and the National Executive Council is charged with the responsibility of laying its plans before the Conference of 1950. In a preliminary way, it told Conference this year of the general approach which it made to the question of reorganisation.

No Precipitate Change

I feel that the transition must still be gradual and not precipitate and that the ideal to aim at is that, in two or three years' time, everybody can look back and say that the Association turned over to a new form of organisation without becoming involved in procedural tangles or breakdowns in any part of its machinery and without at any time relaxing its continuous work and care for its members both old and new.

Conservatism should not go to the length of trying to fit new sections of membership into the particular kind of structure which was originally fashioned for the local government service, especially when great structural change may come upon local government itself.

On the other hand, the concern of new members with their service conditions, and their new status as members of a large and manifold organisation such as ours, accompanied as it very naturally is by a tendency to think of everything in terms of service conditions structure, must not inveigle the Association into forms of organisation which would sap and undermine its unity and cohesion.

A Two-fold Structure

The situation plainly calls, in my judgment, for a two-fold structure. On the one hand, it should allow of organs and areas suited to the requirements of each of the public services now represented by the Association's membership, such organs and areas being primarily designed to cater for the service conditions of members in the several groups and to link the Association's domestic machinery with the bargaining machinery established, or being established, in each of the public services concerned. On the other hand, in order to preserve unity of administration as well as over-riding control of policy, and a cohesion of all classes of membership through a sense of common aims and interests, the organs of final authority in the Association, namely, Conference and the National Executive Council, should not be built up by delegations from the several public service groups, but should be mixed bodies established on a territorial footing so as to allow the personnel to be representatives and not merely delegates and to come forward on their individual merits and claims.

This general approach has been accepted by the National Executive Council together with the broad principles of reorganisation to which the Council considers it to lead. These are designed to preserve, in new conditions, and with every allowance for a diversity of membership greater than ever before, those bonds of unity and cohesion which have stood the test of time, created a record of unbroken progress, confounded not a few prophecies of defeat, and left us stronger today than at any time in the past.

FURTHER OUTLOOK—UNSETTLED

By "CRITIC"

ONEROUS is the mantle of "Critic" when it is worn after the cooling breezes of Aberdeen have blown away the last of our major contentions, leaving us with a well-swept site on which to build the future. Although the general foundations have been well discussed and our decisions have been taken, the plan for the future building is far from clear. In such a situation, there is little of importance left to a critic other than suggestion or prophecy.

If I were to be critical, I would say that we are giving too little consideration to the future of our Association, and that no serious attempt has been made to give us a target at which we should aim. Despite Aberdeen, the Association appears to be bogged down in a morass of detail which could well be made the direct responsibility of the practitioners of Whitleyism. The fight on the legacies of the past should be divorced from future policy. I would charge these practitioners to extend the best provisions of existing salary and service conditions schemes as widely as circumstances permit, and to resist to the utmost any attempts to whittle away what has been gained. I would suggest that they should seek frequent opportunity to give account of their trust and that they should add to their strength by the introduction of a full membership ballot to replenish their ranks. In detail, it seems to me that the Association should be working in three ways:

1. TO defend the service conditions of local government against any reduction in its modest rewards and guarantees;
 2. TO fight for improved "Charters" to operate in those services where conditions have not yet been stabilised; and
 3. TO build up the status of the members and the services in preparation for future improvements.
- Of the three, I suggest that the last is of major importance.

Wanted—An Objective

The time is now overdue for the Association to give urgent consideration to our future objectives. If we have none, we break. Without objectives, we have apathy, and if we admit apathy we stand condemned as offenders against the laws of progress and our sentence is extermination.

Before I develop this theme, it might be well to remind ourselves what we are and ask ourselves what we should want and why we should want it. It is important, whether we work in nationalised or local services, that we take stock of our place in the larger community of the nation and of the unique position of NALGO as a joining together of those groups administering the services on which stands the most complex form of social organisation so far attempted by mankind. Health, power, education, housing, and all that go to make the good life flow from our output: our responsibilities are great, greater than those of many who made more noise in their demands for recognition. Is our sole objective to be more money, or could it also be the satisfaction of the job well done, the enjoyment of the life well lived, or the gratification of good service to our fellow citizens? The decision is for each to make, but the best in us will realise that the question is not

four, but one, and that all its parts can be gained if unity of purpose is directed towards a common objective.

Public Recognition

What should be the keystone of our future programme? Surely it should be the elevation of the public servant to his rightful place in the recognition of his fellows. This is a target which, in itself, can inspire us to the efforts needed for our regeneration even were no thought given to the reward which will follow recognition as surely as day follows night.

Without such development and without such recognition, the man in the public office will increasingly become the target for the opinion so aptly expressed by the cockney who said, "Oh, 'im, 'e don't count." To those whose reading in LOCAL GOVERNMENT SERVICE has extended beyond my friends in anonymity, "Hyperion" and "Tobias," it may seem that this objective is not new, to others it may appear a course of despair. To the first I say, "I agree," and I cite "Ethics for the Officer," our policy on the education of our members, our policy on the standard of entrance qualification, the programmes of our summer schools, our policy on post-war reconstruction, and the incidence of the new public relations policy, as indications that we are already drifting along this course. I would remind those who class me with the prophet Jeremiah that, in a free economy, goods and services are ultimately priced at the value the consumer is prepared to pay and that a larger share of the national wealth will be given to us only if our masters, the public, are satisfied of our worth. Nevertheless, I say that we are proceeding along this path more by accident than by judgment and that, unless our goal is clear before us, we cannot direct our efforts towards its achievement.

The practical development of our policy should be a concentration of all forces within the Association to establish the highest possible reputation for the knowledge and integrity of our members and our Association.

On the one hand, greater encouragement, either financial or by precept, should be given to induce our members to expand their knowledge of their particular jobs and more general knowledge of their services in relation to the community. To-day, three per cent. of our revenue is devoted to education, and only a fraction over one per cent. to public relations. Is this enough, in view of the fact that these should be the most important factors through which our enhanced status can be recorded? One-tenth of the revenue now retained by branches would suffice to double, or more than double, the effectiveness of these basic projects. I commend this thought for consideration in the financial review promised for next year's Conference.

On the other hand, our membership must be given the fullest possible knowledge of our objective and be brought into active support of our policy. While preserving neutrality in official spheres, those whose talents so direct should be encouraged to take their full part in community life. Their experience should be made available, by active participation in local political units; so that public opinion in the formative stage may have the knowledge to avoid the many faults it now develops. Where legally possible, members could usefully seek elected or appointed office on local authorities or advisory boards and thus combine with an appreciation of public demand the knowledge of the practical problems to be surmounted

to meet those demands. Others may find satisfaction in the support of less official educational or cultural activities, and would well serve our cause as students or even lecturers in the cultural and sociological activities of such bodies as the Workers' Educational Association. Yet a third group might accept the less onerous task of active participation in purely recreational activities and, by their actions, create a feeling of confidence in themselves and their services. Whatever field may be chosen, we should direct ourselves towards the improvement of our status as men of good standing in the community.

As an Association, we should draw upon the vast field of knowledge of social conditions in the possession of our members to enter into the discussion of national policy, and we should not hesitate to make informed comment on proposals emanating from the Government—whichever party may hold office—or from any other source. We should be prepared to cross swords with false or dangerous propaganda, whether from the right or left, and to criticise the academician and the abstract theorist when such are at fault. We should seek occasion to stress that there are three parties to good government; the governors, the governed, and the administrators—and we should not be backward in claiming the large share in success which is carried by us, the administrators. We should stress the acute danger which would arise from a breakdown in administration, whether it results from the inefficiency of inexperienced staff or from shortages of staff to which the present policies of some employers are leading.

Only Hope of Progress

In addition to using all units within the Association to support our policy, we should do all we can to establish a common front with other associations and bodies which are concerned with the well-being of public servants. We should make clear our opinion that agreed action will achieve more in less time than individual efforts can hope to gain; that mutual support will strengthen each in the fight to maintain and enhance the status of members.

We should take every opportunity to increase our limited contacts with international organisations concerned in civic affairs. We, the operatives for a community which has few peers, have a duty to spread our knowledge and experience. Our credit will be increased by our efforts.

I am not with those, whether they live to the east or the west, who consider that a high standard of living will never again be possible for this country, though I agree that improvement on present conditions may not be possible for a number of years. It would seem inevitable, therefore, that the Association must actively adopt a policy such as I have suggested in order to preserve existing standards, retain some hope of future progress, and hold its membership together. I invite, perhaps I should rather say challenge, members to suggest a target of greater ultimate value.

As it is my function to criticise, so it is the duty of our leaders to formulate our policy. They have been granted a clean page on which to record their deeds, and they have the opportunity to mould the future of our organisation. By their deeds let us judge them. If they fail to give us the lead that is now needed, let us seek others of wider vision and broader understanding.

NALGO Members Write, Produce and "Shoot" First Film on Britain's Public Libraries

The initiative and skill of NALGO members who belong to the Association of Assistant Librarians—a section of the Library Association—has led to the making of a film which will tell for the first time the story of Britain's public library service, to be shown next year as part of the celebrations of the Centenary of the public libraries.

"WHEREAS it is expedient to promote the Establishment and Extension of Public Libraries, and to give greater facilities than now exist for establishing and extending Public Museums of Art and Science, in Municipal Boroughs, for the Instruction and Recreation of the People; Be it enacted . . ."

Thus ran the introductory clause of "An Act for enabling Town Councils to establish Public Libraries and Museums," more popularly known as the Public Libraries Act, which became law on August 14, 1850. This Act repealed another, passed five years before, "for encouraging the establishment of museums in large towns," and has itself since been superseded, but in it lay the germ of the public libraries service as we know it to-day—a service which many of us take for granted; many more do not use to the full; and of which, in its wider reaches, too few are even aware.

Spare-Time Effort

Next year, then, will mark the Centenary of the Public Libraries, and to contribute to the celebrations the Association of Assistant Librarians—a section of the Library Association—is sponsoring a documentary film to record the advance made in the public library service since the Act was passed, and to encourage a greater appreciation of the service, both among the public who use it, and the local authorities who decide what proportion of the rate shall be allocated to its maintenance and improvement.

Now, there is nothing new about a documentary film, as such, but this film has two big differences which distinguish it from all others. Not only is it the first film ever to be made about British libraries, but the whole production, from script to screen, will be the spare-time effort of libraries' staffs—many of them NALGO members—in various parts of the country.

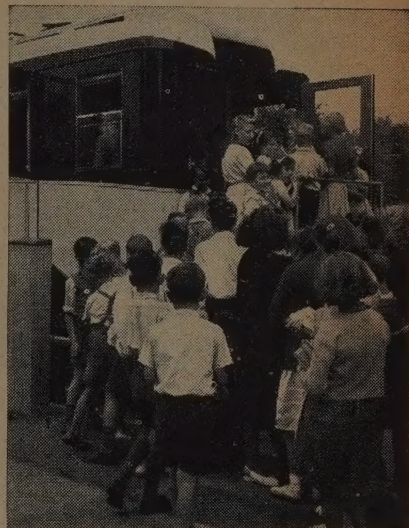
The idea came from W. F. BROOME—seen in the picture below photographing a scene from the film—librarian of Lambeth's central lending library, and photographer, director, and producer of "In the Dark," the film about local government officers which was shown continuously during Lambeth's exhibition last autumn. He made the suggestion to the centenary committee of the A.A.L. who acclaimed the idea and gave him the job. The money at his disposal is infinitesimal, compared with the amounts normally spent on film-making, but he is confident that it will be enough to make a 16 mm. sound film to run for about 16 minutes.

Imaginative Treatment

Mr. Broome is script-writer, director, producer, and part-photographer, but he has many willing helpers, especially E. A. CLOUGH, deputy librarian at Brighton and honorary secretary of the A.A.L., who is writing the commentary; H. JOLLIFFE, chief librarian of Swindon and his film unit; and E. SMART, a Dagenham librarian and honorary secretary of the Co-operative Film Society, who is also helping with the photography. He is also receiving generous assistance from JOHN GRIERSON, Films Director at the Central Office of Information, who is generally recognised as the leading authority on the documentary film not only in this country but in the world. Mr. Grierson is reading the script and commentary, and advising on particular problems as they arise.

The script is still a closely guarded secret, but a glance divulged that the subject has been treated imaginatively, and promises a film spectacular as well as interesting. To achieve its aims, the film must portray the service at its best; this can only be done by introducing the most progressive libraries in the country, and Mr. Broome and his team are travelling many miles to do their "shooting."

The film will describe all the services available under the public library system, but will emphasise the supply of books: through large



QUEUE FOR BOOKS—picture of the children's mobile library taken for the exhibition.

libraries and small; travelling libraries; loans to old people's clubs and youth organisations; and braille and talking books for the blind. Children's libraries, reference libraries, and the regional bureau machinery will all contribute to the story of a public service which has, more than any other, brought knowledge and pleasure to the ordinary man and woman.

There are still many "ifs" and "buts" to be settled; so far the film has no agreed title, and although the commentary will probably be spoken by RICHARD COWARD, L.R.A.M., D.R.A.D.A., another member of the Lambeth libraries' staff, he has still to take his final sound test. Similarly, the choir and orchestra who will provide the musical background are still an unknown quantity, though a NALGO branch orchestra has just been located. The venue for the opening, and arrangements for distribution have also to be fixed, but the sponsors hope that the quality of the film will be such that the Central Office of Information and the British Council will give it a wide distribution both at home and abroad, so that other countries will know that we lead the world in public library service and backward library authorities at home will see what more they must do to bring their services up to the standard of the best.

Full Supporting Programme

In conjunction with the film, the Association will stage a photographic exhibition, consisting of seven sets of photographs depicting the several aspects of the service. One of the photographs is reproduced on the cover of LOCAL GOVERNMENT SERVICE this month, and another in this column, and it is intended eventually to use them for making filmstrips for schools and to make sets available for purchase and for hire. The celebrations will also include a national Press and radio publicity campaign.

It is to be hoped that these ventures will meet with the success that the enterprise of their promoters deserves, and that, as a result, others will be encouraged to follow suit in the endeavour to build up an interested and well-informed electorate.



SHOOTING! W. F. Broome filming a sequence in Lambeth's reference library.

Homes for the Aged—Benevolent Fund Contributes to New Scheme

NALGO's Benevolent and Orphan Fund helps many members who, owing to sickness or other reasons, are unable to provide fully for themselves. But there are times when the payment of grants is not enough. Some of those helped are old and have no relatives or friends with whom they can conveniently live. The need for a pleasant home in which such people can spend their last years in comfort, free of the dread of loneliness which shadows the lives of so many old people, has long been felt. At last it is approaching realisation.

Together with several other trade and professional benevolent funds, the B. & O. Fund has formed the Crossways Trust, Limited, which will provide residential clubs for old people wherever they are needed. The Fund has loaned £2,000 towards the project, and a member of its committee, J. W. EDMONDS, Metropolitan district, who represented the

allowed to take their own possessions with them provided they are approved by the managers. They will also be able to receive their friends and, for a nominal charge, entertain them to meals or an overnight visit.

This latest service is just one of the ways in which the Benevolent Fund is continually answering calls for help from hundreds of members who, through no fault of their own, find themselves in financial distress. Because the aid is given in strict confidence, and names of beneficiaries are never publicly divulged, the Fund's work goes on unsung, and many members, who themselves might one day have to seek its aid, are unaware of the widespread relief it brings to their sick or unfortunate colleagues and their dependants. What else could explain the fact that one member in every four fails to make any contribution whatever to the Fund, and that 350 of the Association's 1,012 branches contribute less than the minimum subscription of 3d. monthly per member?

Help and Advice

Last year more than 700 NALGO members or their families were helped by the Fund with lump sum payments, weekly grants, or temporary loans. One, an assistant surveyor, developed cerebral thrombosis at the age of 32, and when his sick pay ceased had only £2 9s. 6d. a week to support himself, his wife, and their four-year-old child. The Fund is making him a weekly grant of £2 5s. to help provide at least the bare necessities of life. Another member, dying at the age of 40, left his widow and four children, whose ages ranged between one and eleven, with only his small post-office savings and the State family allowances to support them. The Fund pays the widow a weekly grant of £2 10s. and will ensure that the children obtain whatever higher education their abilities may merit.

At this time of year, NALGO's post-bag contains many letters of appreciation from members who, with help from the Fund, have been able to take their families on a holiday which, though short, would have been quite impossible without financial assistance. A typical letter is this one, from a member's widow with a young family:

"Will you please accept my grateful thanks for the holiday cheque you sent. I know we shall all benefit by the change, especially Jennifer, who has been so delicate."

Two thousand pounds is also set aside each

year for birthday gifts to children of members who died as a result of the war. These, and the Christmas hampers—which this year will be sent to 550 families at a cost of £1,500—are a god-send to the many who are struggling, in the face of rising living costs, to maintain their homes and families.

In addition, the Benevolent Fund is now financially responsible for the administration of Knole Lodge, the Association's War Memorial Convalescent Home at Bourne-mouth. Maintained at its present high standard this costs more than £10,000 a year, of which, owing to the very reasonable rates charged, only £7,000 is met by visitors' fees.

To continue its good work, the Fund must be assured of a substantial income. Last year it disbursed £5,574 more than was subscribed. Such a state of affairs cannot continue indefinitely. Many members, of course, are contributing more than the minimum subscription,

DOES THIS CONCERN YOU?

Are you among the 38,875 members who do not contribute to NALGO's own Benevolent and Orphan Fund?

Is your branch one of the 350 which subscribes less than 3d. monthly per member to the Fund?

If so, please help to reduce these figures by going to see your branch treasurer now and arranging to start your contributions immediately. This article will give you a few details of the work of the Fund; further information will gladly be supplied by the B. & O. Fund Department, NALGO, 1, York Gate, Regent's Park, N.W.1.

CHRISTMAS CARDS

The B. and O. Fund has Christmas cards for sale again this year. Besides stocks of last year's cards, at 2s. a dozen including envelopes, three new designs are available—"Winter's White Mantle," "In the Good Old Days," and "Half Way House"—at 4s. a dozen. Orders may be made from Headquarters or through branch secretaries. Branch secretaries may obtain specimen sets of the six cards for display, price 2s. 3d.

Fund during the preliminary discussions, has been appointed a governor of the Trust.

First of the clubs to be opened is Hurst Grange, at Parkfield Road, West Worthing, which was formerly a private hotel. It is an attractive house, ideally situated, and with spacious and comfortably furnished rooms—as is illustrated by the photographs below. Thirty old people, including a few married couples, will shortly go to live there. Two will be NALGO beneficiaries, who at present have no home of their own, and the Fund will bear part or the whole of the cost of their maintenance. This is estimated at £3 3s. each weekly, and, in addition, they will be given at least fifteen shillings a week for their personal use.

There is no hint of an "institution" atmosphere about the club, and the residents will be

and several branches have received diplomas of merit for the magnificent contributions they have made. These offset to some extent the negligence of others, but their efforts were aimed at increasing the Fund, not filling a gap which should not exist. Threepence a month is not much to ask of each individual member, but multiplied by 38,875—the present number of non-members of the Fund—it would mean an increase of nearly £6,000 in the yearly income. If you are not yet a member, please start contributing now. Just add your contribution, as much as you can afford, to your monthly NALGO subscription, and your branch treasurer will see that it reaches its rightful destination.



HURST GRANGE where two beneficiaries of NALGO's B. and O. Fund will spend their waning years in peaceful security, yet free



from restriction. Originally a small private hotel, the house, standing in its own grounds, is comfortably furnished throughout.

MAGAZINE MISCELLANY

Conference Raspberries . . .

"REPORTS of Conference leave us speechless—not in the dramatic sense but rather in the sense that we do not wish to add insult to injury by adding to the welter of words already spoken. Year by year Conference seems to be lulling NALGO as a national body into a deeper and deeper slumber on the comfortable bed of past achievements. The Executive's White Paper should, we feel, have had black edges; how right they were to anticipate the dissatisfaction of many members by concealing it; how philanthropic they were to bring 1,200 delegates half-way across the country to receive it. Under present conditions, Conference, if it can offer no positive action, seems just a waste of time and money."

"In and Out," Ealing.

. . . and Cream

"CONFERENCE was indeed a revelation. The keenness displayed there was remarkable, and indicated that many hours of careful preparation and research must have been undertaken. NALGO is certainly not dead, in fact, it would appear to be disgustingly healthy. To those who were privileged to attend Conference, it could not fail to be an inspiration. Would that it were possible for all members to do so, especially those who, apart from the financial call upon them, seem unaware that NALGO exists."

"Nalgonotes," Tottenham.

Public Relations

"THE present stalemate in our negotiations at national level for improved conditions is extremely disappointing but is partly due, of course, to the precarious state of our national finances. If, however, we are to improve our lot we must educate our masters, the public, to an awareness of the services we provide, our difficulties, and our achievements. It is through an informed public that our best chance of improvement lies, and to this end a vigorous public relations campaign is needed . . . Until something more definite is forthcoming, each one of us can do our best in our contacts with the public to give them the most courteous and efficient service possible, so that our reputation, however undeserved, for excessive tea-drinking, may at least be laid to rest."

"Arena," Wembley.

A One-Horse Town

"YES, that's what they called it at Aberdeen; it's just a big village in the black country, and, of course, the Chairman of the U.D.C. is the local Czar. He wasn't going to stand any cheek from typists, so he sacked her, just like that. In a one-horse town it's a serious thing for a girl to lose her job and her character—everybody knows everybody. Then NALGO got going and finally took the case to the West Midlands Provincial Council, where it was decided that the girl had not checked the V.V.I.P., and that she was to have her job back, with back pay."

"U.D.C.'s, however, are above such common trash as arbitration committees, they refused to play. Negotiations take time, but finally NALGO took the matter to the National Arbitration Tribunal in London and again won their case. Again the U.D.C. dug their heels in—deadlock was reached, and eighteen

Of NALGO's 1,200 branches, 190 today publish branch magazines. On this page we reproduce, with acknowledgments to the Editors, extracts, grave and gay, from some recent ones.

months had gone by! The next question was: could NALGO take legal action in the High Court? Up to now the money spent on the case had involved quite a pound or two, but in the High Court all thinking has to be done in terms of thousands.

"Then something else happened, an election came along, there was a change in the composition of the U.D.C. The first act of the new Council was to accept the Tribunal's findings and give the young lady her job and her character back, together with one and a half



All right—supposing I win my appeal and get put into E Grade—so what? There I'm stuck—"Points West," London Electricity Western.

year's back pay. Ladies, this might have been any one of you—but the trouble with NALGO is that it never does anything."

"Camera Principis," Coventry.

Exhumations: Pleasant . . .

"MY official duties have recently led me to delve into the remote past, investigating an unassigned cash balance of 2,000 years ago . . . It was decreed in November last that a field on Kenn Hill, Snettisham, near Hunstanton, should be ploughed to a depth of 12 instead of 7 inches. From this simple operation emerged a mass of shiny yellow semicircular tubes. These the ploughman left in a heap in the middle of the field . . . the largest collection of ancient gold ever known to have been found in Norfolk! Next day the ploughshare dragged to the surface a mass of broken greenish metal-work and the day after a group of little metal discs.

After some delay, all these objects found their way to Hunstanton and there I went to see them laid out on a dining-room table. It was an amazing sight. There was a box full of mud-stained gleaming gold torcs or necklets,

one bearing a design that at once proclaimed it an ornament of the Iron Age. The metal discs were tin coins with cryptic designs which I explain to the incredulous as the head of Apollo and a bull. These were the oldest coins yet found in Norfolk, minted in the 1st century B.C. But why had their owner buried so much potential wealth on that windy hilltop? The broken metalwork supplied the clue. Including bracelets, rings and necklets of bronze and various alloys . . . they were all scrap metal, the valuable stock-in-trade of an Iron Age metal smith. The reason for their concealment could only be guesswork—a personal tragedy—death by epidemic—murder by robbers or flight in some international crisis.

A month later, with 15 volunteers, I stood on the hilltop planning like a surgeon to dissect the corpse in search of the evidence we sought. Within a couple of hours, out came a hoard of gold coins with Apollo on one side and a prancing horse on the other. These gave us the approximate date of burial, somewhere between 0 and 25 A.D. Meanwhile, a treasure trove inquest had assigned the gold objects to the Crown, not, as in medieval times, to supply bullion to the royal mint but to be preserved as treasures for the nation. The British Museum relinquished its claim in favour of Norwich Museum, which duly purchased the gold. The landowner presented the remainder, and the jury's dream of keeping the find together was realised. And the ploughman's findings became keepings in the shape of £400 of good English currency. That was merely a day in the life of a local government officer who works in museums.

R. R. Clarke, "The Bulletin," Norfolk County.

. . . and Unpleasant

AN extension to the General Hospital was being planned, and St. Mary's Church and churchyard had to be cleared to make room for it. Mr. A. W. Turley (chief sanitary inspector) was placed in charge of the task, and in seven months he supervised the exhumation and reburial of 7,000 bodies. Screens were placed round the churchyard while the work was going on, and the bodies were taken to Witton Cemetery in the small hours of the morning, so that most people in the city were unaware that Mr. Turley was moving a whole burial ground by night.

"The Guildsman," Birmingham.

A Dirty Week-end

"THIS same employee leaving, say, in May would be entitled to a crude holiday from 1st April, i.e. two days . . ."

"Bully Tin," Bebington.

Popular Line

Heard in newsagent's:

Have you got a Woman?

Sorry, no, just sold the last one.

"Camera Principis," Coventry.

Safety First

IT may be that if we concentrate more pedestrians on crossings, more pedestrians will be injured at these points but fewer on other parts of the roads.—Hansard.

"Camera Principis," Coventry.



"I WOULDN'T say my French was exactly fluent," said the town clerk, "but I can usually get what I want in France."

He had made the same point many times before, so his wife offered no reply.

He was in that expansive mood in which he broke through his professional inhibitions; he ceased to be the town clerk, anxious not to give offence or press his own point of view on his political masters (nevertheless quietly but persistently leading them to adopt it as their own); he became instead what nature had meant him to be—mildly argumentative, over-anxious to assert his point of view, prolix in doing so.

His wife made no reply. The discourse, she knew, would be long enough; why, by opposition, should she risk extending it? Puffing at his pipe, gazing ceiling-wards for inspiration, the town clerk continued:

"Soon after I left school I went for a bike trip with O'Connor—he's deputy at Lanchester now—and we managed all-right. Never heard a word of English the whole time. We just said 'pain' and 'beurre' and 'beer,' and somehow they turned up."

"I only get rattled when I have to talk French in front of other Englishmen. They seem to see through you, if you get my meaning, quicker than the foreigner does. That's why I won't go anywhere where there's a colony of Britons in exile; I want everything French about me—language, food, drinks . . ."

When the town clerk warmed to his subject he became almost lyrical. In his official reports (prepared in the main by subordinates) he sometimes added stylistic touches recognisably his own, which, though they sometimes puzzled the councillors, delighted the staff, who were wont to say, "The Old Man's gone crackers again; this just doesn't make sense!"

But no such criticism, expressed or implied, arose from his present audience. She ventured only one question: "You don't think, dear, that there may be times when Melanie and I shall feel a bit out of our depth among all those French people?"

"Oh! lord, no. After all, Melanie's had five years' French at school and she must have picked up something," he retorted. That settled it.

It was not quite dark when they boarded the boat, but below decks the lights were on and there was the customary confusion about berths and meals, when (and how) one disembarked, what colour ticket served this purpose and that, and so on.

In all this bustle, it was not surprising that the town clerk did not detect among the crowd of compatriots who apparently shared his enthusiasm for spending a holiday far from his fellow-countrymen, the once familiar face of O'Connor—more mature, more discreet, but still the same good companion with whom he had pedalled through Brittany in their student days.

"Surely that's George Fentman himself," cried O'Connor, bursting on his old friend in a queue at the purser's office.

Surprise, delight, question and answer; family introductions; exchange of confidences about the value of the franc, dutiable goods, and all the rest of the conversational paraphernalia of travellers abroad.

"What appealed to me about the advertisement," said O'Connor, "was its implication that it would be like Brittany was in our time—simple little inns, eggs and butter and bacon and cider *ad lib*, lots of talk we couldn't understand and laughter and songs that we could. And old England, home and beauty out of sight and out of mind. Remember?"

"I do indeed. And though I don't count you amongst the fellow countrymen I want to avoid, I tell you candidly I hope we don't find any more. Stiff-fronted, starchy, go-to-meeting types . . . My God! Who's that over there! If it isn't old What's-his-name who made that interminable speech at the last conference of the Association of Municipal Corporations. Rating's his subject. Treasurer of Sandmouth. Can't just remember the name."

"That's him, is it?" said O'Connor. "My council were a bit taken with his ideas—thought they'd bring in the money and lower the rates—you know, the old lark! They made our treasurer do a report, and as he can't string six words together on any topic he didn't study forty-five years ago, the job fell on yours truly. His name's Waterton. I see he's got an unhappy audience in the person of young Macalister, the new town clerk of Morewenhoe—still, it will teach that young man that good looks and lack of experience may make lucky people into town clerks but don't help them to escape bores. I had a go at that job myself, but there's a prejudice against anyone with an Irish name."

Not until the tedious ritual of disembarkation was over and passengers for Bar-la-Pointe were installed in a rickety char-a-banc, were the full dimensions of the disaster apparent. The two town clerks, the deputy, and the treasurer—by now perforce in a state

AT-RANDOM

Thought for the Month

BURKE knew that liberty, like happiness, is most perfect when least remarked. As most misery is caused by the pursuit of an abstract happiness, distinct from the occupations which make men happy, so most tyranny springs from the struggle for an abstract liberty, distinct from the laws and institutions that make men free.—*Christopher Hobhouse.*

Short Story

She frowned and called him Mr.
Because in sport he Kr.
And so in spite
That very nite
This Mr. Kr. Sr.

Versatile Advertisers

Pessimistic artist at request of optimistic wife advertises in forlorn hope of inexp. unfurn. accom. London area, giving scope respective creative functions.—*New Statesman and Nation.*

Wanted—part-time filing clerk to tidy up the inside of my wife's shoulder-strap bag.—*Cleveland paper.*

For sale, Collie dog, Siamese cat, three rabbits and large mincer, cheap.—*Local paper.*

of uneasy fraternisation—had four other local government colleagues to swell their ranks.

And at the Hotel des Rochers the unspeakable English filled almost every table. The dreams of those who wanted *la vie continentale* faded in the cold light of this transpontine Croyde or Cayton.

Madame Erquy assured each newcomer in English that here he would be as at home: English comfort, English food, English society, and English conversation. For herself, said Madame, she desired nothing better. She was most at her ease among her English guests. She had herself spent a fortnight, as a child, in Brixton, and she understood the customs and the wishes of those whom she loved to regard as her cousins from across the Channel.

"But why," asked Macalister, the first to stem the torrent of welcoming words. "Why pick on local government officers? Why advertise in LOCAL GOVERNMENT SERVICE?"

"As to that," replied Madame, "I know nothing. It was the kindness of Monsieur Wilkinson."

"Not Wilkinson of Monkston?" broke in Fentman. Madame nodded. "He's been town clerk there for donkey's years," he explained to his colleagues. "It's a potty little town in the heart of South Riding."

"But yes, indeed," resumed Madame. "Monsieur Wilkinson stayed here last year. A most energetic man. One day he went bathing when the sea was most ferocious, enough to throw you—how you say, bottom over top?—and so it did to him. He was so angry when he came in—puffing and blowing, and speaking in a most bizarre way. And the reason? Poor fellow! A huge wave had put him upside down and carried his false teeth out to sea!"

"What could be done? France has no national health service. But I persuaded my own dentist to make a new set very quick and very cheap."

"Monsieur Wilkinson was delighted, but the bill, though modest, was several thousands francs more than he was allowed to bring to France. We have no black market here!" (Here Madame spoke with greater firmness and conviction than the subject seemed to warrant.) "No black market. So I agreed that Monsieur Wilkinson should pay the dentist what he could, and that I would pay the rest."

"Then, to repay me, he kindly advertises my hotel in the best English paper he can find . . . But what do you find so funny about that?"

—by "Hyperion"

Bridegroom, anxious, unintelligent, lost for wedding speech. Any humorous suggestions welcome.—*Local paper.*

Definition

A bore is a man who, when you ask him how he feels, tells you.

Brevities

To others we are not ourselves but a performer in their lives cast for a part we do not even know that we are playing.—*Princess Antoine Bibesco.*

The general situation is so much better than it might be, we should not squander our pessimism now, but hoard it for hard times.—*Clayton Rand.*

Everyone has something to be modest about.—*Anon.*

How can wages meet high prices if they are both going in the same direction?—*The Houston Post (U.S.A.).*

All the good maxims have been written. It only remains to put them into practice.—*Pascal.*

MY BOOKSHELF

By EDWARD KAY

Voluntary Service : Advertising Defended : A NALGO Novelist

LAST February I commended LORD BEVERIDGE's vigorous defence of voluntary organisations in *Voluntary Action*. Now he has published a supplementary book, *The Evidence for Voluntary Action* (Allen & Unwin, 16s.). Mass Observation reports and other social surveys, descriptive memoranda by voluntary organisations and individuals, and other such material build up a useful source book on voluntary service, but no reference is made to the vast volume of voluntary service rendered by members of local authorities.

Health Services—National and Local

The National Health Service, by Dr. CHARLES HILL and JOHN WOODCOCK (Christopher Johnson, 16s.) is disappointing. The voice of the Radio Doctor is not there; instead, the style is pedestrian and even official. Moreover, the book only describes the structure of the service—not how it is working; perhaps it is still too early to expect that. All the same, as the first attempt at a general, non-legalistic survey of the service, it is welcome, but we hope for something more readable and more alive next time, please Doctor!

The indefatigable medical officer of health of Luton, Dr. FRED GRUNDY, has re-issued his popular text book "for midwives and social workers" now entitled *The New Public Health* (Leagrove Press, Luton, 10s. 6d.). It provides a handy survey of nearly all aspects of the health services and is specially adapted to examination candidates who take public health as one of their subjects. The shiny-coated paper on which it is printed is hard on the eyes.

Establishment Problems

The Conference on local authority establishment work organised by the Institute of Public Administration was fully reported in the June "L.G.S." The Institute has now published the papers, with a summary of the discussion, at 10s.

Country Life and Planning

Townfolk are apt to get sentimental about the country, and I must not rhapsodise about *A Full Life in the Country* by KEITH JEREMIAH (Batsford, 12s. 6d.) merely because its subject-place—Sudbury, Suffolk, and its "area of influence"—have both urban charm and rural beauty. Mr. Jeremiah is a practical man and his fundamental objective, therefore, is the maintenance of a prosperous agriculture. The development of subsidiary industries and improvement of amenities, transport, buildings, and so on are subordinated to this basic aim.

A book for planning technicians is *Basic Surveys for Planning*, edited by JAQUELINE TYRWITT (Architect and Building News, 5s.). Based on work done in the Kent county council planning department, it is intended to show town and country planning experts how to collect the material they need for their job and how to set it out in useful form.

Most of the main regulations under the Town & Country Planning Act are now in force and the supplement to James Kekwick's *Town & Country Planning Law* (Stevens, 25s. the supplement; 60s. the main work and supplement) has appeared. The complete book forms an indispensable reference work, as comprehensive as it is skilfully arranged.

Less ambitious readers will find DESMOND HEAP's *Outline of the New Planning Law* (Sweet

and Maxwell, 15s.) adequate. Students up to intermediate level and the "little man of this country" with whom Mr. Heap, as solicitor to the City of London corporation, feels a special sympathy, will find this 158-page epitome a clear and handy guide.

Law and Order

Two booklets which look forbidding to the general reader but will be useful to experts are CHARLES WINTER's *Children & Young Persons* (Stevens, 4s.) and HORACE KEAST's *Guide to National Insurance* (Thames Book Publishing Company, 2s.).

Police Problems To-day by Sir HAROLD SCOTT (Stevens, 2s. 6d.) provides a fascinating sketch of modern criminological devices, but is mainly an argument for more policemen and better service conditions.

Is Advertising "Fair Play"?

It is commonly believed that official propaganda has a suspicious, not to say sinister, quality, while advertising is "just fair play." F. P. BISHOP, in *The Ethics of Advertising* (Robert Hale, 10s. 6d.) has written a brilliant defence of that point of view. Advertising, he argues, is frank advocacy and the consumer ought to be capable of distinguishing between the true and less true; further, its practitioners, sometimes aided by the law, are capable of keeping it within bounds; to insist that advertising claims shall contain the truth, the whole truth, and nothing but the truth, would, Mr. Bishop argues, be a dangerous restriction of private initiative. But when it comes to government publicity Mr. Bishop grows wary lest it be used to "steam roller" opposition, to conceal unfortunate facts and to cover up administrative errors of inefficiency.

Such dangers are real enough, and every official public relations officer is constantly on his guard against them, but no doubt the beams in the commercial advertiser's eye make him particularly observant of motives elsewhere. Wrongheaded though I believe its main tenets to be, I wish a wide readership to Mr. Bishop's book and its companion on the economics of advertising. They are valiant attempts to defend a mighty perversion of economic energy of which the late Mr. Samuel Courtauld said: "Most competitive advertising is a costly national extravagance."

For the Layman

N. R. TILLET has two qualifications for writing *Town Hall & Shire Hall* (Harrap, 8s. 6d.): he is a town councillor, and he has lectured to soldiers and other non-professionals about local government. His practical knowledge of the subject and his understanding of the difficulties which it presents to outsiders result, therefore, in a clear and interesting survey intended for "the sixth-form scholar" but also suitable for more adult readers.

Essex county council has followed the praiseworthy practice of authorities who publish popular accounts of their work. *A Guide to County Services* (County Hall, Chelmsford, 1s.) contains a mass of useful information, though the manner of its presentation is uninspired.

Fiction and Near Fiction

Attempts to use current social problems as a background in fiction-writing are always rash; the result is liable to be either colourless or over-controversial. LEVIS WILSHIRE, in

"This Local Government"



"Protective clothing is available when employees are engaged in exceptionally dirty work."—5/- for this extract goes to Miss M. G. LODGE, Sutton, Surrey.

News from the Hamlet (J. M. Dent, 8s. 6d.) has avoided these dangers, but at the cost of making his story totally unreal. Anyone with an elementary knowledge of housing development will find the improbabilities so palpable as to detract from the talented character-drawing of Mr. Wilsbire's rural types.

RALPH GIBBS, in *From Street to Street* (Maxlowe Publishing Company, 8s. 6d.) is more successful in using his experience as a relieving officer to illustrate his semi-fictional presentation of London life in the 'twenties. To emphasise the contrast between rich and poor, he intermingles rather highly-coloured pictures of high life with more convincing pictures of the R.O.'s clientèle and the humane and imaginative way in which their varied needs are met. The author's real name is not disclosed, but readers who knew the London social welfare department may recognise a former prominent NALGO figure concealed behind the pseudonym.

Building Trade Unionism

Reviewed by J. E. N. DAVIS

The Miners by R. PAGE ARNOT (Allen & Unwin, 21s.) is the official history of the Miners' Federation and deals with its national trade union activities during the period 1889 to 1910. It is a well-told and fascinating story.

The squalid conditions of early mining days are notorious. Men rightly revolted and asserted human rights against alleged economic facts. To emerge from sub-human standards meant persistent endeavour, long strikes and lock-outs, and intolerable suffering. No wonder that there remains a legacy of bitterness and intransigence.

Nobody could fail to admire the men who led the miners through these years. Their difficulties were enormous: discontent, disunity, and defeat usually met them, yet they persisted and achieved.

The need for a national organisation of miners seems obvious now, but its establishment was an almost insuperable task. It is strange in these days to read that the miners in South Wales and Durham were then the main obstacle to unity and a national wages policy; that the struggle for the eight-hour day was made the more difficult by opposition from the Durham and Northumberland miners—who worked shorter hours based upon longer hours for boys—and the controversy on whether political or trade union action should be the means of obtaining it; and that a miners' M.P. in a parliamentary debate opposed legislation "on the ground that Parliament had no right to interfere with the liberty of grown persons."

There are lessons to be learned from these early struggles. They helped to make possible the methods of collective bargaining we enjoy to-day.

READERS' FORUM

"Where Is The Promotion Bar Leading Us?" Readers Ask

CRITIC'S remarks in the September Journal about the Local Government Examinations Board's report on the second promotion examination confirm the view that neither the examination nor the Board are worth serious consideration. It is inevitable that Charter paragraph 28 will be ignored, and this is desirable. However, as the Charter is accepted, it will perhaps serve and be least harmful if the Board direct its attention only to the step between the General and Clerical divisions. Further attempts to correlate the examination with those of the professions will result in more absurdities.

Professional men regard the examination and the Board with contempt. The effort to design an examination for promotion from the general division on a par with university degrees and professional finals was sufficiently ridiculous, but to declare that such qualifications could be accepted as an *alternative to the examination* was farcical. The Board has invoked the scorn it deserves.

In its present form, the promotion exam is a manifestation of the attempt to establish a general local government vocation, and NALGO should be concerned to see where such a tendency is leading. It will be well-advised to accept the fact that a large number of its more powerful members are drawn from the professions, and are not local government workers who have "specialised" in a mild way—an attitude which is exemplified in the report of the N.J.C. recommendations in the last issue of "L.G.S." where civil engineers, architects, and solicitors are referred to as "specialist officers." They are, of course, nothing of the sort. Civil engineering, for example, is not a branch of local government. A local authority has to undertake civil engineering work and employs engineers for that purpose, but that does not alter either the engineer's outlook or his status, and he remains a civil engineer.

The maintenance of NALGO's mistaken attitude will lead to disruption. Some professions have been slow to start, but sectional organisations are being developed and will claim greater allegiance. The force of the Law Society and the B.M.A. has already been felt.

The activities of the Local Government Examinations Board should be viewed in that light.

T. A. KING, A.M.I.C.E.

Deputy Borough Engineer
and Surveyor, Finchley.

Professional Men's Disquiet

ANY faint hopes existing that NALGO has not deteriorated into "Just Another Clerical Union" should have been finally shattered by "Critic's" suggestion that the promotion examination be "limited in scope" or, alternatively, qualify for promotion to A.P.T. 4 and above.

He tells us that the intermediates of professional examinations (tactfully unspecified) qualify for promotion at that level. The N.J.C. however, recently decided that a fair reward for those who pass the statutory examination for sanitary inspectors, which is in no sense a preliminary or intermediate examination, is A.P.T. Grade 1. "Critic" may not be aware that all candidates for the sanitary inspector's examination must have a *preliminary* qualification equivalent to the promotion examination, and must undergo an approved course of practical and theoretical training, extending over several years, and obtainable only at a few centres.

The candidate for the promotion examination, on the other hand, needs no preliminary certificate, has to undergo no approved course of training, and can reasonably hope to qualify after 12 months' spare-time study—and this, says, "Critic," should qualify for A.P.T. 4! Technical and professional officers have

Letters for the November number of "L.G.S." should reach the Editor "L.G.S.", NALGO, 1, York Gate, London, N.W.1. by Friday, October 14. Please keep them brief and type them, if you can—double-spaced and on one side of the paper only.

during the past 18 months, watched the Clerical division scales creep up and overtake the A.P.T. division. We have observed improvement in the general division, and an ever-increasing clamour for a maximum at 26. We have been insulted by the meagre scales offered us by the N.J.C., and now we have "Critic" suggesting that clerical officers with no qualification at all should be promoted over our heads and become eligible for the dizzy heights of A.P.T. 4 by passing the promotion exam!

Is it surprising that J.g.o.s who cannot claim to be "clerical officers" or "lay administrators" are beginning to feel that NALGO's interest in them is confined solely to pocketing their subscriptions?

"Broomside," The Crescent, E. HALL.
Barham, Ipswich.

Has not "Critic" been misunderstood? He wrote, not that the intermediates of the professional examinations "qualify" for promotion to A.P.T.4 but that "today in practice, (they) often qualify."

Our information is that the sanitary inspectors' preliminary examination is comparable more with the matriculation or school certificate than with the promotion examination.

Surely, the publication last month of the grading of legal, engineering, surveying, and architectural assistants disproves Mr. Hall's last point.

"Worthless Qualifications"

THE promotion examination article in your September issue does credit to "Critic," but I feel certain that most people in touch with the realities of local government will question the efficiency of examinations to aid promotion. During the last two years I have watched inter-departmental promotion with a jaundiced eye as invariably the vacancy has been filled before the short list is announced and even when announced the "blue-eyed boy" is always in the position of having inferior competition because serious competitors with the D.P.A., C.I.S., and promotion examination can be, and are, excluded from the list. Furthermore, there is no means of combating this pernicious practice without incurring victimisation.

"ICONOCLAST."

Success—But No Status

THANK you, "Critic," for the excellent article on the promotion examination. The numbers sitting are indicative of the regard in which the examination is held in the service. Could the reason be that success brings insufficient status? If the standard is such as to warrant A.P.T. 4 grading, then let's treat the examination as one of high standing: form a society, issue a monthly journal, have "letters" after the names of successful examinees, etc.

The promotion examination should be divided into two parts, the present examination being suitable for APT 4 and a simpler examination for promotion out of the general division. Incidentally, who has yet seen an advertisement for a vacancy in local government asking for applicants who have passed

this examination? This prompts one to ask whether local authorities are playing their part. I was promoted within a year of passing the 1948 examination, but how many others are still languishing in the general division?

"DUM SPIRO, SPERO."

EDUCATION FACILITIES**Domestic Ties Prevent Studies**

I HAVE read carefully and with much interest the education officer's excellent article in the September "L.G.S."

His airy dismissal in the opening words in section 3 of the difficulties of unqualified officers with domestic ties, however, reveals a regrettably prevalent complacent attitude. Surely he has sufficient experience to realise that, in fact, this is a very real problem: probably, I suggest, the greatest single factor leading (a) to the lack of entrants for many examinations; and (b) to the poor standard shown by results.

Every officer intending to remain in local government service desires to improve his status, but in these grim days of acute housing shortage, following several years' war service (quite apart from *voluntary* NALGO activities which the younger element are being constantly exhorted to undertake!) progress for such improvement is far from easy.

I invite Mr. Carter to come down to earth and try living in a tiny flat (if he can get one) with a small family. Maybe he, too, will not find these conditions ideal for "evading the distractions of domestic life."

Brighton branch. A. H. HARMAN.

Surely the education officer cannot be regarded as complacent because, in defining the sense in which he used the term "finding the time," he explained that he meant securing leave of absence from work to study or sit for an examination and not "evading the distractions of domestic or bachelor life"? As Mr. Harman says, domestic ties are a very real problem—but they were not the subject of Mr. Carter's article. Incidentally, Mr. Carter lives in a flat, has a young family, and did a large part of his own study in a German P.O.W. camp.

Exams-For-All "Fantastic"

AFTER reading the September "L.G.S." I am wondering if NALGO is really a trade union or some queer organisation whose main function is the furtherance of examinations. There is admittedly a place for some examinations of a strictly professional character, but in its "Exams for All" policy, NALGO seems to have lost all sense of proportion. It is fantastic to suggest that a clerk with years of good service behind him should be debarred from a higher post than the general division unless he passes a promotion examination. No self-respecting trade union should ever have agreed to such a proposal. The appropriate time for such tests is before entering the service, and no one educationally unfit for promotion beyond the general division should be admitted to the clerical or technical staffs.

By its active support of the promotion examination policy, NALGO is interfering with the promotion prospects of its members. It is helping some members at the expense of others. Is this trade unionism? NALGO should think again, otherwise it may find itself with the equivalent of an unofficial strike on its hands.

A. W. S.

NALGO is seeking the best salaries and conditions for its members that it can get. One of the surest ways of achieving that is to enhance the quality of their service—of which, today, examinations and qualifications provide the only generally accepted test.

MONEY TRAINING GRANTS "Astonishing Decision"

I HAVE read with astonishment your September issue. Camels and professional sword swallows will pale with envy when they hear of the magnificent digestive feat performed by our representatives in swallowing the arguments of the Examinations Board (and, no doubt, of the employers), and agreeing to abolish section 29 of the National Charter—or should it be National Colander?

Perhaps Section 8 of the "old" Charter, particularly sub-sections 2 and 3, has been sitting so quiet and so unused in a dark recess that, having been conveniently forgotten, it is now pushed forward, weaker at the knees and whittled down, as a substitute for Section 29.

The decision is all the more surprising in view of the sublime sentiments expressed in the April issue when a four-square stand against alteration was made, and rightly so!

What urgent reasons, what massive protests or agitation by members, what grave consultation, what consideration for the Charter rights of the staff induced the sale of the success grants for the probable pottage of pennies which students, after due formalities, will receive, like a dole, from the warm-hearted establishment committees?

R. A. DOYLE.

31, Kenmore Road,
Liverpool, 15

Paragraph 29 proposals are not abolished and will continue until the new grant proposals have been adopted by an authority. The new scheme should be read as a whole. It will, in the opinion of the staff side, be most advantageous to the young officer.

PROFESSIONAL EXAMS. "Open Them to All"

IN the June journal, P. J. Barsby advocates a closed shop policy for candidates for professional qualifications. Such a policy already obtains, contrary to the public interest and to the detriment of some local government officers.

I entered the local government service in 1938, after many years in commerce at home and abroad working in accountancy, secretarial duties, and general organisation. I served in the Army in both wars and was released with the rank of major.

I was reinstated in a subordinate position, instead of in that of chief clerk, to which I had been appointed. Then, when I wished to take the I.M.T.A. to improve my status, I was informed that I was not eligible to do so since I was not employed in the finance department. Apparently, the only qualification for which I am eligible to sit is membership of the Chartered Institute of Secretaries.

The evil result of these artificial restrictions is demonstrated by the present difficulty in obtaining staff for health administration. Examinations should be open to all, irrespective of duties.

G. PARKER.

56, Westfield Road,
Heaton, Bradford

CONFERENCE DECISIONS "Reduced to a Farce"

NOTHING can justify the National Electricity Consultative Committee's rejection of the motion accepted by the annual Conference. By its action it is setting itself above the highest authority in the Association. What it believes to be in the best interests of the members is of no matter. Conference has made its decision and the time for debating

the issue is past. If we allow the N.E.C. or any of its subordinate committees to have afterthoughts, we shall reduce annual Conference to a farce, and the sooner we decide to save the money which is, presumably, being wasted, so much the better for our finances.

This is a vital issue: the authority of Conference was re-iterated at Aberdeen by an overwhelming majority. The N.E.C. can have



no illusions about its responsibility to conference. Yet scarcely has the cheering died down than, with sublime unconcern, the N.E.C.C. begins to do all the things it has no right to do.

I hope the membership will not take this lying down. Branches should tell the N.E.C. what their duty is. If there is no sense of responsibility at the top there is still, thank heaven, plenty down below.

TOM FERNLEY.

Manchester Gas Undertaking,
North Western Gas Board.

The electricity officer comments:

The National Consultative Committee's report to the National Executive Council, which has also been submitted to district consultative committees for their observations, is mainly concerned with the practical difficulties of implementing the resolution, particularly if the final agreement is to be completed by April 1, 1950. At the time this journal went to press only four district consultative committees had met. Three of these have endorsed the National Committee's report, the fourth, South Western, has reiterated that the agreement must not be delayed beyond April next, and has rejected the Committee's report. It has not, however, suggested any steps which can be taken to overcome the practical difficulties. Incidentally, the South Western committee's insistence (which Mr. Fernley's letter supports) that Conference is at all times supreme, did not prevent it resolving at the same meeting that it is "desirable that in negotiations with regard to overtime the word 'retrospectively' in the Conference motion on this subject, shall be ignored."

METER READERS Public Debate Wanted

I WONDER when you will cease to allow the person hiding under the cloak of "Establishments" to abuse the humble and lowly members of NALGO, those unfortunate meter readers. You must sympathise with his views, otherwise you would not print them.

I have been a member of NALGO for many years, and have seen many moves by NALGO to get rid of the meter reading membership. For instance, NALGO will not go to arbitration with concrete cases such as the one at Ashton-under-Lyne.

Let "Establishments" come out into the open so that we can arrange a public

debate with him on this question which is making him so sore. I will debate with him anywhere on NALGO and Meter Readers; or Class Distinction; or, better still, Love, Benevolence and Concord.

A. M. BRYAN.

54, Keane Street;
Ashton-under-Lyne,

The purpose of "Readers' Forum" is to allow free expression of opinion, and the fact that a letter is published does not imply support of the views expressed.

Mr. Bryan is referred to "Electricity Notes" on page 492, which show that NALGO will, if advisable, "go to arbitration" with suitable cases, and has done so successfully at Cardiff.

TRANSPORT INSPECTORS "Dissension and Discontent"

HAVING read and re-read the Conference number of "L.G.S." I am fast sinking into the depths of confusion. I find paragraphs galore boasting of increased membership, and paragraph after paragraph conveying nothing but dissension and discontent among the bottom dogs, namely the miscellaneous divisions and chiefly transport inspectors.

Why all the talk of increased membership, building up further, and so on, until NALGO can mother (not smother) certain of its already large membership? What credit can NALGO claim for its great achievement on behalf of transport inspectors, who are on the same salary now as they were in April, 1946, whilst the cost of essentials for a family of three or four children is about fifteen bob up.

JAS. A. WARD.

Sheffield Transport Department.

As is stated in Transport Notes on page 494, the transport inspectors' claims should be settled soon.

HOLIDAYS Five-Day Week Query

ACCORDING to the National Charter, employees are entitled to 15 or more working days' holiday according to their grading. If an employee is entitled to 15 working days and is engaged on a 5-day week basis, should he not have three weeks' holiday?

"DUMPLING."

Very few members confine their weekly hours to five days, and it would be most unfair to others who work more than five days if this concession brought with it longer holidays.

SERVICE EFFICIENCY Suggested Recruiting Aids

MUCH has been said since the advent of the Charter about increasing the efficiency of the local government service, yet just the opposite appears to be happening. How can local authorities be puzzled at the lack of the right type of recruit when he is faced with a meagre salary until he reaches his late 20's, and the promotion examination before he can rise from the lowest grade?

1. A more efficient Service would result from:
 - All new entrants being of school certificate standard;
 - The general division maximum being reached after 10 years' service, irrespective of age;
 - The promotion examination being the standard required for promotion to A.P.T. 4 and above.

"CHOTA."

NALGO representatives have had all these points in mind in the proposals they are making to improve the Charter.

Service Before Wage Claims

I AM disappointed that none of your correspondents has seriously taken up the importance of the service in which we, the members of

Rose Cottage,
Parkwood Road,
Surrey.

A NALGO DIARY

By "ABINGDON"

Warning to Sickness Benefit Claimants : New Charter Edition : East Ham's Civic Week

NALGO backing of a member's appeal to the National Insurance Commissioner against the decision of a local Tribunal disqualifying him from receiving sickness benefit because he failed to notify his illness within the prescribed period, has secured the reversal of that decision.

The assistant district officer for Yorkshire explained that the member had been misled by his doctor into thinking it necessary to notify his employer only, and it was not until he returned to duty that he discovered that his original intention also to inform the insurance officer had been correct. He immediately gave notice and claimed benefit, but this was not allowed, and the local Tribunal confirmed that his failure to give proper notice disqualified him from receiving benefit.

After NALGO's exposition of the facts, however, the Commissioner agreed that the member had not deliberately sought the doctor's advice and would have found it difficult to contradict the doctor's statement. He had therefore not acted unreasonably in accepting it and had shown good cause why his notice and claim had been delayed.

This case illustrates the strictness with which the Ministry of National Insurance operates the sickness benefit provisions and how it is supported in this by appeal tribunals. NALGO has encountered many other cases where members have not made their claim within the three days' limit and have, therefore, lost part of the benefit payable.

Notice should normally be given on a medical certificate obtained from a doctor, but if there is likely to be a delay in getting the certificate, a note giving the full name, address, and national insurance number should be sent to the local national insurance office, and followed by the first medical certificate within 10 days. Thereafter certificates should be forwarded every week, unless, in the case of long illness, the doctor issues a special certificate to cover a longer period. A final certificate is required on the last day of incapacity.

Revised Charts . . .

BRANCH officers planning winter lecture programmes and displays will be glad to hear that the comprehensive set of charts "*You and Your Town*," published by Educational Productions, Ltd., in 1947 has been brought up-to-date, and now clearly shows recent developments in the various services. Skillful overprinting enables the viewer to see at a glance just what changes have taken place over the past two years, thus retaining one of the exhibit's most useful features, self-explanation. Sets, which comprise 20 panels each measuring 18 in. by 12 in., may be had, as before, at £4 10s. mounted on card and £2 10s. unmounted. Headquarters will take orders.

. . . and Charter

THE second edition of the Charter, which contains amendments and interpretations made by the National Joint Council at meetings up to and including April 27, has now been printed and is available from Headquarters, price 10d. including postage.

N.E.C. Resignation

AFTER only eight months' service on the National Executive Council, G. A. WHITE, electricity representative for the Eastern District, has been forced to resign through

pressure of official work. His service to NALGO at local levels had marked him as a potential national leader, and it is unfortunate that his efforts have been so cut short.

East Ham on Parade

NO, I have not discovered a member who keeps a pub in his spare time (though I did hear the other day of a branch secretary who held his A.G.M. in one—with record attendance!) and I hope my picture will not arouse too many unquenchable desires. It merely portrays an incident in the life of a weights and measures



inspector and is reproduced from one of the photographs appearing in East Ham's civic exhibition. The collection of photographs of local government work will be one of the most comprehensive ever shown, I am told, taking the viewer through the realms of every service for which the authority is responsible and the voluntary services with which it co-operates.

The exhibition will form part of the borough's civic week celebrations to be held between October 17 and 22. Other activities will include a brains trust, local government quiz, film shows, fire brigade displays, and conducted tours. A novel feature of the quiz programme will be the introduction of several members of the staff—the welfare officer, children's officer, sanitary inspector, assistant cleansing superintendent, and a public health administrative clerk—to recount interesting incidents in their local government lives, and to answer subsequent questions from the audience.

Veteran Editor

SOMETHING new in age records, I imagine, has been set up by JOHN S. HERBERT, editor of Newbury's branch magazine *Miscellanea*, who recently celebrated his 75th birthday. Retiring from the service only five years ago, Mr. Herbert kept in touch with his former colleagues and when it was decided to revive the magazine after its wartime lapse, they asked him to edit it.

Mr. Herbert has had a varied career. For 25 years he was local representative for the *Reading Mercury*—hence, no doubt, his journalistic flair—after which a series of different jobs led him to the position of assistant overseer to the "Board of Overseers of the Poor," and, later, to that of rate collector—a job in which, he says, the officer must be "all things to all men."

He joined the local branch of NALGO

when it was formed, and was its president for five years. In the words of the birthday message from his friends, it would be a great advantage if some 25-year-olds had the same vitality and interest.

Culture at Sunbury

NALGO members in Sunbury-on-Thames clerk's department do not confine their talents to their local government careers, I learn. The chief clerk, for example, is WILFRED C. BURR, author, producer and director of five successful plays. One of these, a three-act mystery entitled *No One Will Know*, has since been adapted and produced as the first State-aided film, *Dr. Morelle—The Case of the Missing Heiress*, starring Valentine Dyall and booked by more than two thousand cinemas. The play was first presented by the Wallington Town Hall Players, a company formed by Mr. Burr himself in 1943.

Another go-ahead member of the department is J. S. MATHIESON, assistant committee clerk and clerical assistant, who formed the successful Sunbury Music Club. Its latest production is an opera performed by marionettes. This is expected to be the forerunner of even more ambitious activities.

Advice to R.V. Transferees

RATING valuation officers taking up appointments in the Board of Inland Revenue when the service is transferred will no longer be eligible for NALGO membership. Civil servants are encouraged to belong to a staff association, and in case some transferred officers may welcome guidance as to which would be their appropriate organisation, the following two are recognised by the Board of Inland Revenue: The Institution of Professional Civil Servants, 17, Hans Place, S.W.1, for professional grades—that is,

rating valuer or valuation assistant; and the Inland Revenue Staff Federation, 7, St. George's Square, S.W.1, for clerical, executive and typing grades. Both bodies will welcome the officers to membership and will supply information on request.

Winter Health Conference . . .

THE Central Council for Health Education has given advance notice of a national conference on health education, to be held at the Central Hall, Westminster, S.W.1, on November 8 and 9, to consider the objects and methods of health education. Lectures and discussion will be supplemented by visits to clinics, health centres, and the like, and by comprehensive exhibition of health education material and equipment, including a reference section, a trade exhibitors' section, and a display of books and exhibition techniques.

The fee of one guinea includes a copy of the full conference report. Write the secretary, Central Council for Health Education, Tavistock House, Tavistock Square, W.C.1.

. . . and Open Meeting

LAST month I announced the formation of the Middlesex Association of Authorised Officers, and their intention to hold an open meeting this month to discuss the initiating of a national association. I have now heard that the meeting will take place on October 11, at 7 p.m. at Church House, Great Smith Street, S.W.1. All duly authorised officers interested in the project are invited to attend.

Congratulations to :

T. J. HAMLIN, sewage disposal works manager at Malden and Coombe, who has retired after 41 years in the service. He has been a NALGO member since 1932.

Health Service Offers Higher Pensions To Those Who Go On Working After Retiring Age

By W. C. ANDERSON, LL.B., NALGO's Legal Officer

Higher pensions for officers in the National Health Service who continue to work after reaching retiring age, or who resume work after retirement, are made possible in new regulations made by the Minister of Health. The regulations amend the National Health Service (Superannuation) Regulations, 1947 and 1948.

THE object of the regulations is, of course, to encourage officers to work after they have reached the normal retiring age. They provide that an officer who, having retired on pension, accepts further employment with a Regional Hospital Board or who, although entitled to retire on pension, elects to remain in employment, may have his extended period of employment added to his previous service in reckoning the amount of pension payable. The maximum pension payable is increased from 40/80ths to 45/80ths of the average salary during the last three years of employment and the maximum period reckonable for calculating the lump sum retiring allowance is increased from 40 to 45 years.

The officer who has retired and has already been paid a lump sum retiring allowance will not, of course, get the whole of the re-calculated allowance; he will get the difference between the lump sum paid him on his retirement and the new one.

The officer pays contributions during the period of re-employment until he attains the age of 70 years (65 years in the case of female nurses, etc., and mental health officers) or until he has earned a pension of 45/80ths, whichever is the earlier. Service rendered after either of those two events has occurred is not reckonable in the calculation of the new pension.

How it Will Work

Two examples will show how the amendment will operate:

Mr. A retires at 60, having completed 35 years' contributing service. His average salary is £480, and his pension is 35/80ths of £480—i.e. £210 a year. In addition he gets a lump sum of £630. At age 61 he accepts further employment with a Regional Hospital Board at a salary of £480 a year, and pays contributions on that amount. Payment of the pension of £210 a year is suspended. He leaves the service of the Board when he is 65. His pension then payable is 39/80ths of £480—i.e. £234 a year. The new lump sum is £702; but he has already had £630, so he gets the difference (£72) plus the new pension (if he so elects).

Mr. B is in the employment of a Regional Hospital Board at age 65 and has completed 40 years' contributing service. His salary is £480 a year. He could retire on pension, and would get 40/80ths of £480 (£240) plus a lump sum of £720. Instead of retiring, he remains in the Board's service for a further five years, and then retires. He continues to contribute until he is 70, or until he has completed 45 years' contributory service (whichever is the earlier). He gets a pension of 45/80ths of £480 (£270) plus a lump sum of £10 when he retires.

An officer who was pensioned under another pension scheme (e.g. the Local Government Superannuation Act, 1937) can also earn pension rights under the regulations if he becomes employed by an employing authority in which the National Health Service (Superannuation) Regulations apply. The service in respect of which he was pensioned is taken into account to determine whether he is entitled to

receive any benefit under the regulations (e.g. whether he has completed 10 years' service to entitle him to an annual pension). The benefit payable under the regulations is then calculated according to the service rendered during the period of re-employment. For example, an officer who is pensioned under the 1937 Act and then becomes employed by a Regional Hospital Board for five years, can become entitled to a pension of 5/80ths of the salary received from the Board plus a lump sum of 15/80ths. This applies, however, only when the 1937 Act pension is reduced or suspended during the period of re-employment, and therefore the opportunity to earn further pension is not open to those who have been subject to the 1922 Act and the 1937 Act without a disqualifying break of service. The reason is that an officer subject to the 1922 and 1937 Acts without a disqualifying break suffers no reduction in his 1937 Act pension upon re-employment.

An officer who reached pensionable age on or after July 5, 1948, would then have ceased to contribute under the 1947 regulations, and any service rendered after he reached that age would not have been reckonable for pension purposes. The new regulations provide that, if he is still an officer of an employing authority on August 1, 1949, he can pay contributions in respect of the period between the date of his reaching pensionable age, and that date, in which case that period of service will become reckonable as contributing service. The contributions must be paid before November 1, 1949.

OTHER IMPROVEMENTS

For Married Men, Disabled, Nurses and Part-Time Employees

The new regulations also improve the position of married men, officers incapacitated by injury, nurses, and certain part-time employees.

The 1947 regulations provided that two-thirds of a married male officer's lump sum retiring allowance went towards providing an automatic widow's pension, and he received one-third only. The new regulations provide that where his wife becomes entitled to a pension under the regulations, there shall be paid to him a sum equal to two-thirds of the difference between the amount of the retiring allowance paid to

him and the amount of the retiring allowance which would have been paid to him if he had not been a married male officer. For example, if his retiring allowance was £300, of which £100 has been paid to him, then, on his wife becoming entitled to a pension under the regulations, he will get two-thirds of £200—i.e. £133 6s. 8d.

Paragraph 7 of the 1947 Regulations provides for an officer to receive an annual injury allowance not exceeding two-thirds of his remuneration if he ceases to be employed in consequence of his being permanently incapacitated by an injury sustained by him in the actual discharge of his duty. The injury, however, must be incurred without his own default and must be specifically attributable to the nature of his duty. The new regulations improve the position by making him eligible for injury allowance when the injury "is not wholly or mainly due to, or seriously aggravated by, his own serious and culpable negligence or misconduct," and the provision is extended to diseases contracted in the actual discharge of duty. Further, there is a provision that, if the officer dies as a direct result of the injury sustained or the disease contracted, the Minister may grant to his widow such gratuity or annual allowance as he may consider reasonable in the circumstances.

Anomaly Removed

The 1947 Regulations contained an anomaly whereby nurses in the employment of a local health authority, whose compulsory retiring age was 65 years, had their pension based on average remuneration received during the three years prior to their reaching the age of 60. The amending regulations remove the anomaly by providing for the average remuneration to be calculated over the last three years of service. Further, any pension awarded before August 1, 1949, on the old basis, which would have been greater if it had been calculated according to the new provisions, is to be re-calculated.

Regulation 43 of the 1947 Regulations provided that an officer who was employed part-time by a local authority and part-time by an "employing authority," should be subject to those regulations in both employments if the total time spent by him in these employments was wholly or mainly devoted to health services (including the school health service). This provision is amended by the new regulations so that the employee may elect whether it shall apply in his case or not. The election must be made by November 1, 1949, or (in future cases) within three months after he takes up the appointment which would bring him within Regulation 43. But the officer's election will not operate unless the Minister agrees.



ELECTRICITY SERVICE NOTES

by L. G. MOSER

Local Advisory Committee Elections Soon : Grading Win Against R.D.C.

DISTRICT joint advisory councils are getting on with the job of setting up local advisory committees. These committees will generally be composed of works committees with additional representatives elected both by administrative and clerical and by technical staffs. Elections will be held in most areas soon.

Meanwhile, the sub-committees of the National Joint Advisory Council have been dealing with some of the many letters with which that Council is faced. They call, in the main, for a considerable amount of exploratory work and, as a result, no definite recommendations can be expected for some little while. For example, one sub-committee—the efficiency committee—is now preparing no less than three reports :

1. Outlining broadly the machinery and procedure by which suggestions for promoting efficiency in the operation of the services of the electricity boards may be made and considered ;
2. Explaining the new relationship which it is hoped will grow between workers and management ; and
3. Reviewing "suggestions schemes" with and without monetary awards.

Another sub-committee—the welfare committee—is examining benevolent funds already existing in the industry with a view to putting forward recommendations on the policy to be adopted in relation to funds of this kind. It has requested that a working party should prepare a report for its consideration on proposed "amenities standards" for area boards.

The Advisory Council has considered a report of the health committee—a third sub-committee—and has agreed to recommend to the electricity boards the establishment of a British Electricity Ambulance Centre for employees having a recognised first-aid certificate. Its recommendations provide for £2 grants by the boards to those securing a recognised first-aid certificate, renewable annually for so long as the employee is a full member of the Centre, and for ex-gratia payments of £8 annually to regularly appointed members of a first-aid team, with an additional £2 for team leaders. The cost of lectures, training manuals, class fees, certificates, and medals should be paid by the boards and, subject to the exigencies of normal work, training of up to twelve hours a year may be carried out in the boards' time.

The Advisory Council's recommendations for the encouragement of sports and social clubs have already been accepted by all boards. Their effect is :

The provision of adequate social and recreational facilities at all stations and centres where there is a demand ;

Financial assistance or assistance in kind towards the maintenance of social and recreational facilities, the boards' contribution being equivalent to employees' subscriptions ;

The management of sports and social clubs to be vested in the members and model rules to be prepared for general application subject to variations of detail required to suit local circumstances ; and

Membership of such clubs to be voluntary and open equally to all employees.

Although the provision of social and recreational facilities in each district is a matter for discussion by district joint advisory councils, the National Advisory Council recommends boards not to postpone assistance until after such discussion has taken place where facilities are urgently demanded by the employees.

Cardiff Meter Readers' Appeal

AT vesting day, certain grading appeals on behalf of meter readers and collectors under the local government Charter were still outstanding. At the request of the Minister of Labour and National Service, discussions were held with the British Electricity Authority in an endeavour to settle the procedure for dealing with them.

No agreement was reached, however, and the Minister was later asked to refer to arbitration a dispute involving former employees of the Cardiff R.D.C. The employees concerned had been regarded as members of the clerical staff whilst in local authority employ and, in March 1947, each had in fact been notified that his post had been established "for the purposes of the Charter." The salaries offered were not, however, in accordance with Charter scales and gradings subsequently awarded by the provincial joint council appeals committee were disregarded by the authority.

In submitting the case to the National Arbitration Tribunal, the Association did not contend that meter readers and collectors necessarily came within the ambit of the local government N.J.C. but that, having regard to the past practice of the R.D.C. in relation to the officers concerned, the recommendation of the provincial council established recognised terms and conditions for the particular posts. The importance of the acceptance of such awards by both parties was emphasised.

The Tribunal found in favour of the Association's claim but, in so doing, pointed out

that it had had regard to the history of the relations between the R.D.C. and the workers concerned in the particular case. It cannot, therefore, be assumed that other cases outstanding will be dealt with similarly, since the circumstances of each differ. None the less, there are some similarities in the principles on which they are based and further representations are being made to the B.E.A. concerning them.

The "Cardiff Award" in no way affects the position of meter readers and collectors generally. This, the N.J.C. unions wish to discuss with the N.J.I.C. unions particularly in relation to those employees who, in addition to their normal duties, are performing work of a clerical nature. The Association is also concerned that the terms and conditions of employment enjoyed by certain such officers who were subject to clerical agreements prior to vesting day should not be worsened. Meanwhile, the anxiety of these members to know how they stand is not surprising, but, in my view, their interests will be best served by the avoidance of precipitate action and ill-considered statements.

The New Pension Scheme

THE draft pension scheme has now been amended and approved by the Minister but copies of the final document are not yet available. The B.E.A. is preparing an explanatory leaflet (on which our comments are to be invited) for issue to the staff and, when the final scheme is available, NALGO's legal officer will draw up a comparison between its provisions, and those of the 1937 Act.

When members see the terms of the scheme they will, I feel sure, agree that the unions—ably advised by our legal officer—and the B.E.A. have done a good job of work.

GAS SERVICE NOTES

By L. A. GARRATT

NALGO Consulted on Compensation Awards : All-Out Recruitment Essential

THE Ministry of Fuel and Power is now drafting regulations governing the award of compensation to members of the staffs of the gas industry considered to have become redundant as a result of nationalisation.

It is not at present possible to give details of the proposed regulations, but it may be said that the Ministry has consulted NALGO on the matter and that, as a result of the Association's strong protests against some of the proposals, the Minister has agreed to receive a deputation.

Negotiating Machinery

When this number of "L.G.S." went to press, there was still no news for publication of developments in current negotiations for the establishment of a new national system of joint bargaining machinery.

In the meantime, I suggest that we might give thought to the representation of the staffs on the machine when formed. Seats on the staff side are allotted to the unions in relation to their membership of gas industry staffs. On the old National Joint Council, the allocation of seats was B.G.S.A. ten, NALGO seven, N.U.G. & M.W. three, and T. & G.W.U., A.S.S.E.T., C. & A.W.U., A.Sc.W., and A.E.S.D., one each—a total of 25. There is little doubt that an attempt will be made in certain quarters to secure a different proportion of seats on the new councils when established.

I cannot emphasise too strongly that, if NALGO is to continue to play an increasingly important part in future negotiations on behalf of gas staffs—and past achievements prove beyond doubt that it will—every

effort must be made not only by the Association's organising staff but by every one of its gas staff members, to recruit into it every eligible employee in the industry. When Whitley machinery for gas staffs was first established, NALGO was the only union with a large number of gas members, having in its ranks persons of proved negotiating ability. This is apparent when an examination is made of the agreements reached by the several regional joint councils. Where NALGO was in a majority on the staff side of the regional council, better agreements were in general secured, proving that experience counted for much.

Without attempting to belittle in any way the efforts of any other staff organisation, I consider it would indeed be unfortunate for gas staffs generally if majority representation fell into the hands of the inexperienced. I must not—and we must see that it does not !

Now that the industry has gone over to the State and it is our intention to fight for a single national scale of salaries and conditions of service—to achieve which we may well become involved in the keenest and most spirited joint bargaining—it is more essential than ever that the staffs be represented on the joint councils by men of negotiating skill and experience.

Since, however, seats on such bodies are allotted to unions in accordance with the number of their members, we must make an all-out effort in recruitment to provide NALGO with the numerical qualification for majority representation and the industry with staff side representatives of the greatest knowledge and influence.



MEET THE NEW CHAIRMAN!

HE'S the little "man of the moment" who may well become the big man of the future. Today, his happy gurgles may mean nothing, but in years to come he could be the chairman of a public company, a great industrialist, a politician, or perhaps a famous surgeon. Right now, he could be *your* son.

He's everything to you and he'll soon come to realize that you mean a lot to him, too.

His world will want only the best in men. Success needs opportunity, and your son's chance in life is your responsibility.

Love and affection he will have in plenty, but it's a good up-bringing, a sound education, and a financial "send off" when first he makes his own way in life, that will mean so much to the "up-and-coming" youngster.

Here is *your* chance to give him *his* chance.

Children's Deferred Assurance on the parent's life provides a cash payment when the child reaches age 21 or 25, or at parent's earlier death, with options of paid-up policy, or continuation as whole life or endowment assurance. £1 monthly provides £253 at 21. (Parent under age 30 ; child under 1 year). Educational Endowment Assurance, also on the parent's life, provides a sum assured payable in 5 annual instalments, the first on expiry of the policy term. If parent dies, full sum assured or any unpaid instalments become payable immediately. Premium, by monthly instalments, of £1 6s. 11d. at age 30 next birthday secures 5 yearly payments of £52 10s. after 15 years.

INSURANCE



DEPARTMENT

1, YORK GATE,

LONDON, N.W.1.

Please send details of CHILDREN'S POLICIES to:

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Address.....

L.G.S.9

A LIFE ASSURED MEANS A MIND REASSURED

TRANSPORT SERVICE NOTES

by J. LANCASTER

New Hope for Settlement of Inspectors' Claim: More Haulage Staffs Enrol

MANY letters have been received at Headquarters recently from transport inspectors writing individually and collectively, under such pseudonyms as "The Forgotten Men" and "The Cinderellas of the Transport Industry," complaining of the lack of interest displayed by the Association in their problems.

I give a solemn assurance that they are by no means forgotten. Indeed, the Charter Miscellaneous division in which, in the main, they are placed, has been for some months the subject of discussions among the bodies concerned.

Since many of the letters received reveal an incomplete knowledge of the set-up of the machinery which deals with transport inspectors' salaries and conditions it would, perhaps, be well for me to describe it briefly.

Their negotiating body is the National Joint Council for Local Authorities' Administrative, Professional, Technical and Clerical Services—often referred to as the "local government N.J.C." This Council has established a Transport Advisory Committee to review all matters concerning transport inspectors, foremen, storekeepers, and other miscellaneous grades in transport undertakings and to make recommendations to the Council. It is constituted thus:

Three members of the employers' side of the N.J.C.;

Three members of the council of the Municipal Passenger Transport Association;

Six members of the staff side of the N.J.C.; and

The secretary to each group.

The staff side members comprise three representatives each of NALGO and the T. & G. W. U. The Association's representatives are W. F. YOUNG, Liverpool, well known to all transport inspectors, J. E. N. DAVIS, NALGO's chief organisation officer, and W. CECIL WOOD, its North Western district officer. Mr. Young is elected to the committee by the National Executive Council of the Association.

That is the form of the present negotiating machine. Members will now want to know how it is working.

Some months ago an application was submitted by the staff side for an increase in the rates of the miscellaneous division. The claim was well received, but, whilst it was being urged, another committee of the N.J.C. was engaged in a review of the entire division.

I am authorised to state that that review, embodying proposals for more grades and higher salaries, is now all but complete and that it is confidently expected that the committee's

proposals, when they have been adopted by the N.J.C., will meet the transport inspectors' claim.

Docks Unions' Discussions

My post-bag has also been swollen of late by letters from docks and inland waterways branches regarding the application of the interim agreement and the alleged detrimental effect of certain new rules now being introduced by the Executive.

The problems, both varied and involved, are being discussed by the unions concerned and will be the subject of an early meeting with the Executive. Problems peculiar to NALGO members will be raised direct with the Executive. Discussions are now in progress regarding the establishment of negotiating machinery for the Executive's staffs.

Haulage Staffs' Confidence

I return thanks for the numerous resolutions from road haulage branches all over the country, not least in Scotland, reaffirming



"Sign where it says 'names of two referees'!"

confidence in the Association and give assurances of their solid support in the fight for representation in the negotiating machinery.

The matter is still under discussion at the top and I can say no more at present than that every possible effort is being made to secure a satisfactory settlement of the difficulty.

It is most significant that, despite the present position, haulage staffs are still enrolling with the Association. This, to my mind, more than praiseworthy determination in the concerned to join the union of their choice, is an expression of the highest confidence in NALGO.

HEALTH SERVICE NOTES

by G. W. PHILLIPS

National Consultative Body to Meet Soon: A Welcome to Executive Councils

THE first meeting of the health members' National Consultative Committee should not be long delayed.

District committees have been asked to appoint representatives to the Consultative Committee and notify Headquarters of those elected; and the National Executive Council has already named those who will represent it on the Committee from all save the Scottish and South Western districts. They are:

A. H. AUBERTIN, E. F. BACON (Eastern); Miss F. E. POLE, G. T. BELTON (E. Mid.); J. B. McCANN, W. PITT-STEELE (Mel.); F. BAINBRIDGE, R. E. HERON (N.E.); H. CHARLTON, A. E. FITTON (N.W.); W. A. N. BAKER, A. J. PACKER (S.E.); W. F. APPLETON, J. W. MOSS (Southern); L. BEVAN, H. W. JOHN (S. Wales); Miss M. W. CURTIN, A. ANDERTON (W. Mid.); and E. C. R. CHINN, and F. C. CORBISHLEY (York).

The General Secretary has been authorised to make any necessary alterations in district consultative committee areas.

The formation of new health service branches is continually being reported to Headquarters and the members who make such reports

possible are to be congratulated. We are particularly pleased to welcome our executive council colleagues and happy to record the formation of yet another branch—in the Middlesex Executive Council office.

The value of separate branches for health staffs cannot be over-stated; all the evidence points to a rapid increase in membership once a separate branch is formed. The Association's influence at the negotiating table, though already profound, can be increased only if recruitment continues steadily.

Teaching Hospital Secretaries—The Industrial Court's arbitration award

on the salaries claim of secretaries of teaching hospitals is: £1,750 a year on appointment plus £50 after the first and second years a £75 after the third and fourth, with £ "weighting" for those employed in the Metropolitan police area, and the option of retaining existing salaries and conditions for those transferred in July last year.

Staff Side Representation—The Civil Service Clerical Association has relinquished its seat on the staff side of the functional council.

Salary Claims—Negotiations have begun on the claims of secretaries and assistants of regional hospital boards, assistants of secretaries and other designated officers of hospital management committees, senior officers (other than clerks and deputy clerks) of executive councils, and clerical grades. A meeting has been arranged to discuss A.P. grades' claims.

Executive Council Clerks—The following scales have been adopted for clerks and deputy clerks of executive councils with effect from April 1 last:

Population in thousands	Clerks	Deputy Clerks
Under 50	To be settled individually	
50—75	£650 × 25—775	£435 × 15(3), 20(2)—520
75—150	700 × 25—875	470 × 15(6), 20(1)—580
150—300	800 × 25—975	530 × 15(4), 20(3)—650
300—500	900 × 25—1100	600 × 15(5), 20(3)—730
500—1000	1015 × 30—1225	675 × 20(7)—815
1000—2000	1140 × 35—1350	760 × 20(2), 25(4)—900
2000—3000	1250 × 35(2)—1470	830 × 30(5)—980
Over 3000	50(3) × 50—1600	900 × 30(2), 35(3)—1000

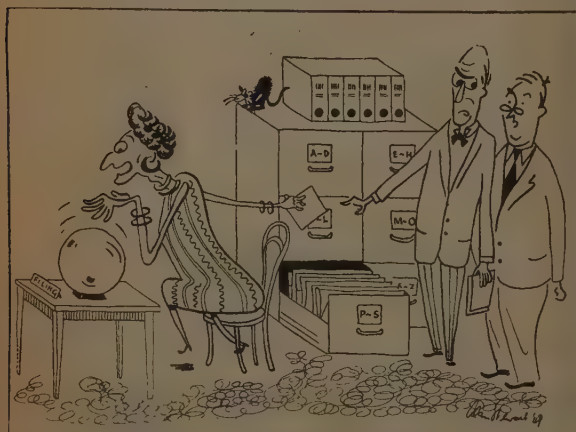
The usual "weighting" for officers work in the Metropolitan police area.

Points Calculation—Anomalies have appeared in the points system and a committee is examining it.

Appeals Procedure—Agreement has been reached on an interim appeals procedure grading and service conditions matters operate pending the setting up of regional machinery. Cases should be referred through the branch to the district officer.

Sick Pay Regulations—As a result of action by the Association, through the staff side of the council, the sick pay regulations of executive council staffs have been brought into line with those of the Association.

(Continued at the foot of page 496)



"Best we've had since Mabel left!"

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EXAMINATIONS

A member writes " . . . I wish to thank you for the excellent course I have just completed with the Institute. I have found the tuition of the greatest value in preparing me for my examination . . . "

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Chartered Institute of Secretaries (Inter);	Institute of Housing;
Corporation of Certified Secretaries (Inter);	Sanitary Science;
Town Planning Inst. (Legal Membership);	Sanitary Inspectors;
Housing Managers Certificate (R.I.C.S.);	College of Preceptors;
Board of Trade (Weights and Measures);	Meat and other Foods.

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*Housing Law and Administration
Hospital Supplies and Catering
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Book-keeping
Lunacy and Mental Treatment
Economics*

*Education
Local Government Finance
Electricity Supply Law
Social Administration
English
Building Construction*

RESULTS

At the 1948 Promotion Examination only 52 per cent. of the candidates were successful but of the N.C.I. trained students 63 per cent. were successful.

In 1949, the percentage of successful candidates increased to 54 but the percentage of the N.C.I. trained students increased to 73—representing nearly a quarter of the pass list. Only two N.C.I. students who completed their course failed in the examination!

FOR DETAILS AND ADVICE WRITE :

NALGO CORRESPONDENCE INSTITUTE
1, YORK GATE, REGENT'S PARK, LONDON N.W.1

SCOTTISH NOTES

By R. DEAS

District Committee Debates Co-ordination of Areas, Training, and Transport

AT the Scottish district committee meeting in Glasgow on September 10, the Association's new honorary solicitor for Scotland, J. C. RENNIE, town clerk of Aberdeen, was introduced to the delegates by SAM BRODIE, N.E.C. veteran.

The meeting rejected a recommendation of its finance and general purposes committee for an interim appointment to the health staffs' national consultative committee and appointed JOHN ROBERTSON, Glasgow Health Services branch.

The activities, or lack of them, of area co-ordinating committees, set up in 1946, provoked a lively discussion when the matter was raised by a letter from Kirkcudbright branch. Several of these committees are active and have a good record of work. Others are either moribund or defunct. A special sub-committee has been appointed to examine them and report to the annual meeting of the district committee.

The equal pay campaign will shortly be extended to Aberdeen and Edinburgh, these branches having agreed to co-operate.

JOHN ROBSON, district officer, supplemented his printed report to the district committee with an oral statement on conditions in the transport world. The road passenger transport side still appears to have some way to go before reaching Charter conditions. Proposals made by the employers' side are still below local government standards. Representation on negotiating bodies in the road haulage field is giving trouble, but the Association has a good claim to seats by virtue of its substantial membership of administrative staffs.

As regards health service staffs, as reported last month on another page, an interim appeals committee has been formed to function until regional appeals committees can be set up to deal with appeals on the local application of national conditions of service and on questions of grading where a dispute exists.

National assistance appeals have been made on behalf of an officer of Perth and Kinross County and the governor of a home at Falkirk. A successful appeal on behalf of a district public assistance officer in Ross and Cromarty has led to an award of £220.

Replies to a questionnaire sent out by the secretary of the district committee to secure information about training, schemes and educational assistance to staffs have been remitted to the education committee for examination. At first glance, these seem to indicate that little progress is being made. A number of branches have not replied, the inference being that nothing is being done in their areas.

Whilst the formation of a Scottish NALGO Rugby team to meet a Welsh challenge has been remitted to the sports committee, the feeling of the meeting was obviously not in sympathy with the proposal. Where are all our Border stalwarts?

W. J. IRONS, Lanarkshire, J. B. DOUGLAS, Stirlingshire, and T. SPENCE, Dumbartonshire, and district secretary, were appointed to attend the national week-end school on branch management, to be held at Bedford College, London, during the first week-end of this month. Since such schools were one of the objects of the

Scottish area co-ordinating committee and Scottish area was the first to hold a school we are looking forward with interest to representatives' report.

A. B. WESTWOOD, Perth, has announced his resignation from the secretaryship of the Perth Gas branch and the district committee owing to pressure of other work. This creates vacancies on both finance and general purposes and law and parliamentary committees. The committee resolved to send a letter of thanks for his valuable services to it and to NALGO.

Another absentee from the committee was R. ADAMS, Edinburgh, retired from the NALGO. As chairman of the Benevolent and Orphan Fund committee, he retains office in the district till the end of the year.

EDINBURGH MEMBERS

SHOW THE WAY

The Boys Behind The Festival

THE officials of Edinburgh corporation—the back-room boys of the Edinburgh Festival of Music and Drama—have again shown the world how to organise a big international festival.

Although the annual event at Edinburgh promoted by the Edinburgh Festival Society, the corporation staffs do most of the administrative work.

Among the many visitors to the City was the Manager of the Festival of Britain Club, A. SHOVE, L.C.C. Mr. Shove went to see how the Edinburgh Club was managed and spent some time with the financial staff discussing the economic aspect. Salzburg also sent a representative to see how things were done.

Despite the booking of many thousands of seats, the system employed eliminated all chance of double booking. As each seat was reserved, the ticket-stub was passed to the chamberlain's department where the master plans were marked up. A few weeks before the opening of the Festival, the theatres took over their own bookings and the marked plans were handed over along with the value of tickets already sold. Each week, the theatres account to the Festival Society for the proportion of the proceeds due.

Various questions such as income tax liability had to be settled with appropriate inspectors of taxes.

A shock to the administrative machine came when, shortly before the opening of the Festival, WILLIAM MURRAY, the manager designate of the Festival Club was taken to hospital. Fortunately, another city official, JOHN ARNOT, a former member of the district committee, was able to step into the breach. In his capacity of supplies officer Mr. Arnot had had some experience of running the Club and it continued to operate smoothly.

House Exchanges

Brighton—3-bed house for similar small flat, or bungalow at Eastbourne—Fuller, 1 Franklin Road, Brighton, 7.

Manchester—Large semi-det. house, at Mosely Road, Fallowfield, Manchester, 1 house 20 miles London, or would sell reasonable terms for property to rent in London area. Smith, 16, Chatfield Road, West Croydon, Surrey.

New Barnet, Herts—S.-c. flat, 2-bed, 1 reception room, bath, ideal boiler, tel.; 40 mins. W. End London, for bungalow, house, 1 Winchester area—Entwistle, 29, Kingsley Road, Winchester.

Thornton Heath—3-bed house, R.V. £17, 1 house or bungalow, Dorset area. Cash adjustment—Hatton, 32, King's Crescent, Sherborne, Dorset.

Wolverhampton—3-bed mod. house for 4-b similar, Crawley area—Dayman, 23, Lint Road, Penn, Wolverhampton.

(HEALTH SERVICE NOTES—Continued from page 474)

into line with those for other officers in the service.

Pension Amendment Regulations—The staff side has paid tribute to the invaluable counsel on the draft regulations of W. C. ANDERSON, NALGO's legal officer.

General Council

A committee is to be established to advise on matters affecting health staffs in Scotland.

Negotiations are still in progress for the establishment of disputes machinery and hospital consultative committees. In both cases further action must await the conclusion of discussions in the general purposes committee.

Agreement has been reached on the revision of mileage allowances, leave for local government activities, and expenses of candidates for appointment. Details of these have been issued to employing authorities and distributed to health branches through district offices.

Nurses and Midwives

It is expected that agreed scales for mental nurses and institutional midwives will be published soon. Negotiations concerning district midwives and public health nurses should begin almost at once.

Income tax inspectors have been informed by the Board of Inland Revenue of the action to be taken in connection with retrospective deductions of income tax from the salaries of nurses covered by the agreement set out in the Nurses' and Midwives' Council circular 1.

It is to the effect that, where a nurse was previously engaged at a cash salary plus emoluments in kind and was liable to tax on her cash salary only, the retrospective application of the new scales will not involve liability on the emoluments—board and lodging—for the period February 1 to June 30 this year.

Reports have been received that certain

hospital authorities have been reading the term "general hospitals" in the circular to mean only acute general hospitals. This is quite wrong, and a further circular is to be issued clarifying the point.

N.M.C. circular 2 (copies have been sent to health branches through district offices) sets out the rebates and living-out allowances to be made during annual leave, special leave with pay, or sick leave granted to: student nurses (including student mental nurses), pupil assistant nurses, and pupil midwives beginning their training both before and after January 1 last; post-registration student nurses (including post-registration student mental and district nurses); ward sisters, charge nurses, staff nurses and male and female enrolled assistant nurses employed in general hospitals.

Professional and Technical A

Proposals concerning salaries and conditions for all grades covered by the functional council have been submitted to the management and meetings of negotiating committees were being arranged when this journal went to press.

Professional and Technical B

Early pronouncements are expected on claims for medical laboratory technicians, dental technicians, dispensary assistants, and hospital engineers.

A fifth committee has been established to deal with grades not already provided for by other standing committees.

Medical and Dental Council

Now that the local authorities' associations have indicated their willingness to participate in joint councils for doctors and dentists, NALGO will continue to use every effort to protect the interests of its members in such professions.

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EDUCATION NOTES

by KENNETH CARTER

First Provincial Council Week-end School— Authorities Asked to Send Staff

BY the time these words are read, the Southern local government provincial joint council's week-end school at Missenden Abbey, Bucks, will have been held—from September 30 to October 2.

Its particular interest to readers lies in the fact that it was the first week-end school to be sponsored by a provincial council and the first to which a provincial council recommended local authorities to send members of their staffs.

When this journal went to press, it was too early to judge the extent of the response, but it was believed to be encouraging.

The school was arranged by the education committee (secretary: O. F. GEE, Swindon) of the provincial council with the help of the delegacy for extra-mural studies of the University of Oxford.

It included lectures on the nationalisation of local government undertakings, foreign local government, and the value of British local government, and discussions on the qualifications required for a municipal career in this country.

Only Two Failed

A check of the records of students who completed the NALGO Correspondence Institute course for the 1949 promotion examination reveals that only two failed. A truly gratifying result!

The response to the announcement last month of the new N.C.I. courses has been most encouraging. So many students are enrolling that the N.C.I. would welcome offers of tutorial assistance from qualified men, particularly in legal subjects and those included in the examinations of the Chartered Institute of Secretaries, the Corporation of Certified Secretaries, and the Town Planning Institute (legal membership).

Future Summer Schools

Next year, summer schools are planned for: *Oriel College, Oxford*—from July 8 to 15 at a fee of seven guineas, of which one guinea must be paid on registration;

Scotland—if the Scottish J.I.C. decides not to run a school of its own; and

Holland—at a date and place yet to be settled.

Visitors to the Dutch school will be able to stay on for a week's holiday after the course, provided that they notify NALGO Headquarters well in advance of their desire to benefit from party travel rates.

Cut In NALGO Advances For House Purchase

BEGINNING this month, only properties being built or to be built under licence will qualify for mortgage advances from the NALGO Building Society.

This measure has been taken in an effort to stem the flow of application for loans, which, of recent months has been out of proportion both with the funds available and amount of new investments. Advances this year have already equalled those for the whole of 1948, the total sum loaned exceeding £1,750,000.

Since private building licences are restricted to those most in need of accommodation, the committee felt this to be the fairest way of allocating the Society's available funds. Properties ineligible for advances include those rebuilt after total war damage, new properties originally built under licence since the war but now changing hands, and all older houses.

Additional loans on existing mortgage accounts for repairs or improvements to the mortgaged property will, however, still be considered, whilst a member selling property

Inquiries are to be made into the possibilities of a summer school in Scandinavia in 1951.

Lending Library Reviewed

NALGO's standing education sub-committee has reviewed the services of the Association's lending library and decided to abandon short-term book loans in favour of an expanded service to examination students requiring basic text books for the whole period of their studies.

The revised loan fees will be: one-quarter

THOSE WERE THE DAYS—OR WERE THEY

From "The Local Government Officer,"
NALGO official journal, October, 1906.

APPOINTMENTS VACANT

Post	Authority	Salary
		£
Town Clerk	Bacup	250
Assistant M.O.H.	Liverpool	250
Asst. Medical Officer	Hornsey	150
Baths Superintendent	Salford	150
Asst. Sanitary Inspector	Hornsey	125
Chief Draughtsman and Building Asst.	Kings Norton	120
Asst. Medical Superintendent	Hammersmith Guardians	100
Architectural Asst.	Darlington	90
Stationery Clerk	Southport	90
Highway Surveyor	Dorking	80
Surveyor's Asst.	Lowestoft	75
Woman Health Visitor	Birmingham	25s. p.w.
Junior Clerk	Paddington	40
Charge Nurse	Richmond Guardians	30
Midwifery Nurses	Strand Guardians	25
Probation Nurses	Bermondsey Guardians	12

Pre-Lynskey

WANTED—Gentlemen having influence with surveyors, councils, etc., as agents for important speciality. Particulars as to influence treated strictly confidential. Box 704.

Plus ça Change . . .

From "Local Government Service," October, 1924

"I am coming to the conclusion that the

mortgaged to the Society and buying another house may submit an application for an advance on the assumption that the amount required would not exceed that of the present mortgage.

Needless to say, the committee was reluctant to make a decision which could only result in disappointment for many members. It hoped, however, that conditions in the near future would allow the restriction to be lifted.

In the meantime, members are reminded that the deposit and special deposit sections of the Society are open not only to NALGO members but also to their friends outside the service.

These accounts offer them an investment better secured than any other Building Society for two reasons: firstly, as deposit capital, their investments form a prior charge on the Society's assets; and secondly, advances made by the Society are to that class of borrower whose salary is guaranteed by recognised scales and whose status is protected by an active trade union organisation.

of the published price of a book for up to 3 months; one-third for up to twelve months and one-half for up to eighteen months. In certain subjects for which N.C.I. courses are available it is hoped to provide books at a inclusive fee.

An offer comes from Vienna to accommodate 40 members for a holiday there on an exchange basis. If sufficient members who would like to spend their next vacation in Vienna, and reciprocate later with hospitality for Austrian visitors to England, will inform the education officer at Headquarters, arrangements will be made including travel to Vienna at party rate.

Since, today, costs of travel abroad are heavy, members writing should state whether they wish to keep such costs to an absolute minimum by travelling "hard".

time is not far off when a re-consideration of the local government machinery might profitably be made. We must develop the power of local government bodies. I think they are too circumscribed. And I feel perfectly sure that if, when other things which cannot be neglected were once settled, the Government would spend a considerable time in inquiring into the present position of the machinery of local governments, they would do the country a great service indeed."

—From a speech by the Prime Minister, Mr. Ramsay MacDonald, at a luncheon given to members of the N.E.C. and Elgin and District branch, during a propaganda campaign in Scotland.

NALGO ADDRESSES

Headquarters: 1, York Gate, Regent's Park, London, N.W.1. Telephone: WELbeck 443.

District Officers—The names in brackets are those of assistant district officers.

Eastern—J. R. E. SABINE, 12, Crane Court, High Street, Chelmsford, Essex. Tel.: Chelmsford 4347.

East Midland—W. J. UPTON (B. H. Bailey), 47, Burton Street, Nottingham. Tel.: Nottingham 41996.

Metropolitan—A. H. GEARY (Miss A. Primrose), G. H. Newman, and H. B. Williams, 1, York Gate, Regent's Park, London, N.W.1. Tel.: WELbeck 4481.

North Eastern—G. HOOD, Milburn House, 1a, Dean Street, Newcastle-upon-Tyne. Tel.: Newcastle 24900.

North Western and North Wales—W. C. WOOD, A.C.I.S. (D. G. Hinson, R. I. Hooper and J. M. Malone), 2, Mount Street, Manchester 2. Tel.: Blackfriars (Mcr.) 7668.

Scottish—J. L. ROBSON (J. Turner and F. Howarth), 67, West Nile Street, Glasgow, C. Tel.: Douglas 0006-7.

South Eastern—ALAN PROCKTOR (Kennedy), Aqua House, 24-25, Old Street, Brighton 1. Tel.: Brighton 7983.

Southern—L. G. JONES (R. A. Carpenter), 140, Tilehurst Road, Reading. Tel.: Reading 2345.

South Wales and Monmouthshire—I. ELLIS, M.B.E. (T. B. Ponton), 11, Park Place, Cardiff. Tel.: Cardiff 1646.

South Western—F. SIGNEY, B.Sc. (W. Allen), 16, The Crescent, Taunton, Somerset. Tel.: Taunton 2779.

West Midland—J. MELVIN (L. O. Goodwin), 43, New Street, Birmingham 2. Tel.: Midland 6943.

Yorkshire—J. C. HAMILTON (H. O. Holworth), 12, East Parade, Leeds. Tel.: Leeds 24861.

Obituary

We regret to record the death on July 17 of N. THOMPSON, waterworks engineer, Brimington, and former president of the branch of which he had been a member for 35 years.



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Apart from the commercial aspect of outdoor publicity—and after all, the country depends on commerce—the poster hoarding does a splendid job of work in hiding those blemishes which are a legacy from the fight for freedom." The unsightly heap of broken

masonry, the rubbish dump at the corner, the derelict buildings which cannot be restored for years—these are made tidy and safe by the Billposting Companies and put to positive use as vehicles of public information. In many districts the poster provides the only splash of colour, the only means whereby the people can be kept in touch with local affairs of the day. The country would indeed be poorer, stripped of the colourful poster on its neat and well-maintained hoarding.

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STUDIES in REGIONAL PLANNING

by G. H. Daysh, B.Litt., and A. A. L. Caesar, M.A.;
K. C. Edwards, M.A., Ph.D.; Arthur Geddes, Ph.D.,
D. Sc.L.; J. M. Houston, M.A.; A. C. O'Dell, M.Sc.;
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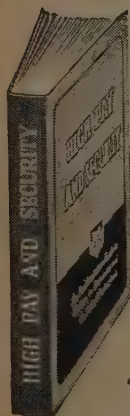
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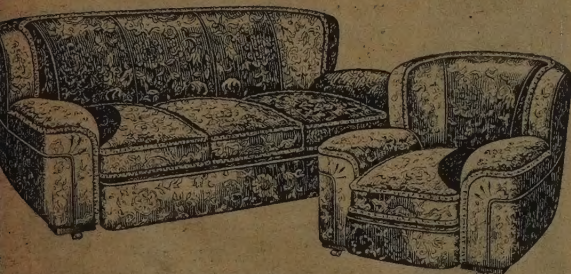
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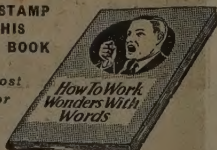
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